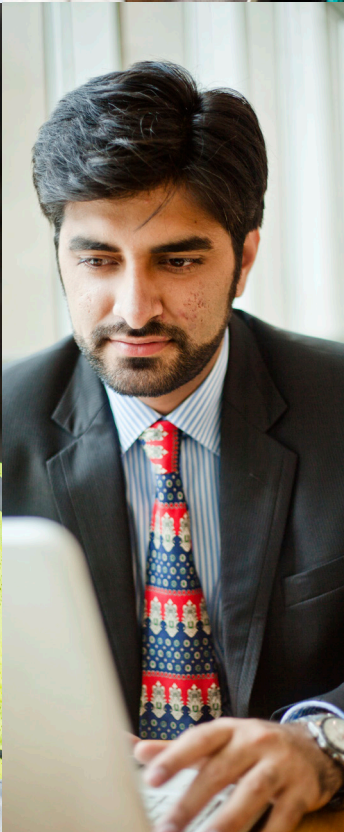




Australian
Human Rights
Commission

Everyone's business: Fourth national survey on sexual harassment in Australian workplaces

AUSTRALIAN HUMAN RIGHTS COMMISSION • 2018



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Australian Human Rights Commission 2018



Contents

Commissioner’s foreword	5
Executive summary	7
Chapter 1: Introduction	11
1.1 Background	11
1.2 Objectives	11
1.3 Methodology	12
1.4 Reading and interpreting the data	14
Chapter 2: Lifetime sexual harassment	17
2.1 Prevalence of lifetime sexual harassment	18
2.2 Nature of lifetime sexual harassment	19
2.3 Who experiences lifetime sexual harassment?	21
2.4 Gap between legal and behavioural definitions of sexual harassment	23
Chapter 3: Workplace sexual harassment	25
3.1 Prevalence of workplace sexual harassment	25
3.2 Who experiences sexual harassment in the workplace?	27
3.3 Who perpetrates workplace sexual harassment?	32
3.4 Nature of workplace sexual harassment	40
Chapter 4: Workplaces where sexual harassment occurs	57
4.1 Industry	57
4.2 Organisation size	64
4.3 Workplace gender balance	65
Chapter 5: Reporting and seeking support in relation to workplace sexual harassment	67
5.1 Reporting of workplace sexual harassment	67
5.2 Seeking support and advice	85
5.3 Seeking information about sexual harassment	89
Chapter 6: Witnessing and hearing about workplace sexual harassment	93
6.1 Action taken by bystanders	95
6.2 Consequences of bystanders taking action	97
6.3 Reasons bystanders do not take action	98
Chapter 7: Sexual harassment—Trends over time	99
7.1 Changes to the National Survey over time	99
7.2 Increased media coverage on sexual harassment	100
7.3 An overview of past findings of the National workplace sexual harassment survey	101
Appendices	104
Appendix A: Computer Assisted Telephone Interview (CATI) survey questionnaire	105
Appendix B: Computer Assisted Web Interview (CAWI) survey questionnaire	144
Appendix C: Comparison of sexual harassment behaviours used over time	184

Kate Jenkins

*Sex Discrimination Commissioner
Australian Human Rights Commission*



Commissioner's foreword

I am pleased to present this report on the fourth National workplace sexual harassment survey, which outlines the findings of the Australian Human Rights Commission's latest survey on the prevalence, nature and reporting of sexual harassment in Australia, with a focus on workplaces. This is the fourth such survey undertaken by the Commission since 2003.

Funding for this year's National Survey was provided by the Australian Government Department of Social Services under the *National Plan to Reduce Violence against Women and their Children 2010–2022*. I would like to thank the Department for its support of this important work.

The results of the 2018 National Survey are more detailed and more robust than ever before, with more than 10,000 Australians surveyed—five times the number of people who have participated in previous years.

This is a notable year for the 2018 National Survey for other reasons as well. The results of the survey are perhaps more timely and relevant in 2018 than ever before, with the huge surge in public concern about sexual harassment generated by the #MeToo movement around the world, including in Australia. The Australian public has rightly demanded to know more about the pervasiveness and impact of workplace sexual harassment and to see concerted action taken to prevent this behaviour from occurring. Government and employers need reliable data to inform their actions and responses to workplace sexual harassment.

The 2018 National Survey meets these demands by providing a rich collection of data on the sexual harassment experiences of Australians aged 15 to 65, using a sample that is representative of the Australian population in terms of gender, age and geographic location.

2018 is also a notable year for the National Survey because, earlier this year, I announced Australia's first National Inquiry into sexual harassment in Australian workplaces. The survey findings will inform our work on the National Inquiry, by providing a base against which we can consider the extensive information that we will gather through our research and consultations.

We can learn a great deal from this year's National Survey. It confirms that sexual harassment is widespread and pervasive. An extraordinary number, one in three people, have experienced sexual harassment at work in the last five years. This is a marked increase in the prevalence rate recorded by previous surveys. We cannot be certain if this is due to an increase in sexually harassing behaviours, or to greater awareness of the types of behaviours that constitute sexual harassment, or to other factors. What we are certain of is that this is a problem that affects millions of Australians and we, collectively, have a big job ahead to tackle the problem.

The data paints a comprehensive picture of the nature of sexual harassment in Australian workplaces. In the vast majority of cases, it is perpetrated by a man and in many cases; it is ongoing over an extended period. Half of victims have experienced similar harassment before, and a substantial proportion experience negative consequences as a result, such as impacts on mental health or stress. While sexual harassment is an issue across all industries, rates are particularly high in the information, media and telecommunications industry.

Disturbingly, the survey reveals that reporting of workplace sexual harassment continues to be low. Only 17% of people who experienced sexual harassment at work in the last five years made a formal report or complaint about the harassment. This finding highlights the importance of employers taking steps both to prevent workplace sexual harassment from occurring and to ensure that they respond appropriately when a report is made.

This year's survey results also suggest that more work is needed to encourage and support the action of bystanders in the workplace—people who witness or hear about the sexual harassment of another person at their work. Although more than one in three people in 2018 were bystanders to the sexual harassment of someone else in their workplace (a threefold increase since 2012), only one-third of them took action in response. This is a drop compared to 2012, when half of bystanders took action. As bystanders can make a significant contribution to preventing workplace sexual harassment, these results highlight the need to target our efforts at supporting bystanders to take a stand against sexual harassment.

The 2018 National Survey provides the entire community—government, employers and the general public—with a robust evidence base to help understand the dimensions of sexual harassment in Australia, especially in our workplaces. However, more importantly, the survey findings compel us to take action to change the underlying social norms and inequalities that contribute to sexual harassment, to change workplace cultures that do little to address sexual harassment and to respond appropriately when sexual harassment occurs. Our goal must be to ensure all people work in an environment that is safe and nonthreatening.



Kate Jenkins
Sex Discrimination Commissioner

August 2018

Executive summary

Between April and June 2018, the Australian Human Rights Commission (the Commission) conducted a national survey to investigate the prevalence, nature and reporting of sexual harassment in Australian workplaces and the community more broadly. The Commission has conducted and reported on similar sexual harassment surveys in 2003, 2008 and 2012.

The 2018 National workplace sexual harassment survey (2018 National Survey) was designed to collect data about:

- the prevalence and nature of sexual harassment experienced by Australians aged 15 years and older across their lifetime (at any time or anywhere)
- the prevalence and nature of sexual harassment experienced by Australians aged 15 years and older in the workplace
- the perpetrators of workplace sexual harassment
- characteristics of workplaces where harassment occurs
- the industries where harassment occurs
- the reporting of workplace sexual harassment and the outcomes of complaints
- the impacts of workplace sexual harassment on those who experience it
- the responses of people who witnessed or heard about sexual harassment in their workplaces, and
- Australians' levels of awareness of where they can access information about sexual harassment.

The 2018 National Survey was conducted both online and by telephone with a sample of over 10,000 Australians. The survey measured people's experiences of sexual harassment over the course of their lifetimes and within the last five years.

Key findings

(a) Lifetime sexual harassment

The results of the 2018 National Survey reveal that a large majority of Australians have experienced sexual harassment at some point in their lifetime. Women are significantly more likely than men to have experienced sexual harassment over the course of their lifetime. However, rates of sexual harassment are also high among Australian men.

It is also clear that the nature and type of sexual harassment experienced by Australians differs by demographic profile such as age, disability, sexual orientation and Aboriginal and/or Torres Strait Islander status.

- 71% of Australians have been sexually harassed at some point in their lifetimes.
- More than four in five (85%) Australian women and over half (56%) of Australian men over the age of 15 have been sexually harassed at some point in their lifetimes.

- The most common forms of sexual harassment experienced were:
 - » offensive sexually suggestive comments or jokes: two thirds of (59%) women and one quarter (26%) of men
 - » inappropriate physical contact: just over half of women (54%) and one quarter (23%) of men, and
 - » unwelcome touching, hugging, cornering or kissing: just over half of women (51%) and one in five (21%) men.
- Almost one quarter (23%) of women have experienced actual or attempted rape or sexual assault at some point in their lifetimes and nearly one third (31%) of women have experienced unwelcome requests or pressure for sex or other sexual acts.
- While the sample was small, those who identified as non-binary or as a gender other than male or female were very likely (89%) to have experienced sexual harassment in their lifetimes.
- Rates of sexual harassment were highest among people aged 18–29, with three in four people (75%) in this age group having experienced sexual harassment over the course of their lifetimes.
- 70% of people who identify as straight or heterosexual have experienced sexual harassment over the course of their lifetimes, compared with 83% of people who identify as gay or lesbian and 90% of people who identify as bisexual.
- Nine out of ten (89%) women with disability and almost seven out of ten (68%) men with disability have been sexually harassed in their lifetimes.

(b) Prevalence of workplace sexual harassment

The results of the 2018 National Survey indicate that there is a high rate of sexual harassment in Australian workplaces, with one in three people (33%) having experienced sexual harassment at work in the last five years. As with lifetime sexual harassment, women were more likely to be sexually harassed in the workplace than men.

- In the last 12 months, 23% of women in the Australian workforce have experienced some form of workplace sexual harassment compared with 16% of men in the workforce.

When examining workplace sexual harassment in the last five years:

- almost two in five women (39%) and just over one in four men (26%) have experienced sexual harassment in the workplace in the last five years.
- people aged 18 to 29 were more likely than those in other age groups to have experienced workplace sexual harassment in the past five years (45%).
- people who identify as gay, lesbian, bisexual, pansexual, queer, asexual, aromantic, undecided, not sure, questioning or other were more likely than people who identify as straight or heterosexual to have experienced workplace sexual harassment in the past five years (52% and 31% respectively).
- Aboriginal and Torres Strait Islander people were more likely to have experienced workplace sexual harassment than people who are not Aboriginal or Torres Strait Islander (53% and 32% respectively).
- people with disability were also more likely than those without disability to have been sexually harassed in the workplace (44% and 32% respectively).

(c) Perpetrators of workplace sexual harassment

The majority of workplace sexual harassment was perpetrated by men. Harassers were most often a co-worker employed at the same level as the victim and in the majority of cases, had sexually harassed others in the same workplace in a similar manner.

The survey results indicate that, based on the most recent incident of sexual harassment experienced at work in the last five years:

- perpetrators of workplace sexual harassment are overwhelmingly male. In almost four out of five cases (79%) of workplace sexual harassment in the past five years, one or more of the perpetrators were male.
- almost two-thirds (64%) of workplace sexual harassment in the past five years was perpetrated by a single perpetrator.
- perpetrators were most often a co-worker at the same level as the victim. Where there was a single perpetrator, more than one in four cases (27%) involved a co-worker at the same level as the victim. Where there were multiple perpetrators, more than one in three cases (35%) involved at least one co-worker at the same level as the victim.

(d) Nature of workplace sexual harassment

Data from the 2018 National Survey contributes to a comprehensive picture of the nature of sexual harassment in Australian workplaces. In a large number of workplace sexual harassment cases, the harassment was ongoing over an extended period. In addition, a substantial proportion of people who were sexually harassed experienced negative consequences as a result, such as impacts on mental health or stress.

- For both women and men, the most common type of workplace sexual harassment experienced was offensive, sexually suggestive comments or jokes. One in four women (25%) and just over one in ten men (13%) have experienced this type of workplace harassment in the last five years.
- More than half of workplace sexual harassment (52%) occurred at the victim's workstation or where they work. One-quarter of incidents (26%) happened in a social area for employees.
- A substantial proportion (40%) of workplace sexual harassment incidents were witnessed by at least one other person, and in the majority of cases (69%) the witness did not try to intervene.
- The most common negative consequence of workplace sexual harassment was an impact on mental health or stress (36%). In general, women were more likely than men to experience negative consequences as a result of workplace sexual harassment.
- Women reported higher levels of offence and intimidation about their most recent incident of workplace sexual harassment than men (21% of women felt 'extremely offended', compared to 12% of men; 16% of women felt 'extremely intimidated', compared to 10% of men).

(e) Characteristics of workplaces where sexual harassment occurs

The prevalence of sexual harassment across industry sectors was broadly aligned with the proportions of Australian workers employed in those industries.

- Rates of workplace sexual harassment are notably high in some industries, including: information, media and telecommunications (81% of employees in this industry in the last five years), arts and recreation services (49%), electricity, gas, water and waste services (42%) and retail trade (42%).

- A substantial proportion (just over two in five) of workplaces where the sexual harassment occurred had an equal mix of female and male employees.
- One in five people who were sexually harassed at work said the behaviour was common (20%) in their workplace.
- Two in five people (41%) said they were aware of someone else in their workplace who had also been sexually harassed in the same way as them.

(f) Reporting and seeking support in relation to workplace sexual harassment

The majority of people who were sexually harassed at work did not formally report their experience or seek support or advice, with many victims believing a formal complaint would be viewed as an overreaction or that it was easier to stay quiet.

- Fewer than one in five people (17%) made a formal report or complaint in relation to workplace sexual harassment.
- The majority of people (55%) who reported their most recent incident of workplace sexual harassment made the report to their direct manager or supervisor.
- Almost one in five people who made a formal report or complaint were labelled as a troublemaker (19%), were ostracised, victimised or ignored by colleagues (18%) or resigned (17%).
- In one in five cases (19%) the formal report or complaint brought no consequences for the perpetrator. The most common outcome of reports or complaints was a formal warning to the perpetrator (30% of cases).
- Almost half (45%) of people who made a formal report said that no changes occurred at their organisation as a result of the complaint. This was more likely to be the case for complaints lodged by women (55%) than for complaints lodged by men (31%). The most common reasons for not reporting workplace sexual harassment were that people would think it was an over-reaction (49%) and it was easier to keep quiet (45%).
- The most common reasons for not reporting workplace sexual harassment were that people would think it was an over-reaction (49%) and it was easier to keep quiet (45%).

- Fewer than one in five people (18%) who experienced workplace sexual harassment sought support or advice in relation to the incident. Where advice or support was sought, most commonly it was from friends or family (61%).

(g) Witnessing and hearing about workplace sexual harassment

Although more than one third of people witnessed or heard about the sexual harassment of someone else in their workplace, only one in three bystanders took action to intervene.

- More than one-third of people (37%) have witnessed or heard about the sexual harassment of another person at their workplace in the past five years.

- Only one in three people (35%) who witnessed or heard about the sexual harassment of someone else in the workplace took action to prevent or reduce the harm of this harassment.
- Most commonly (in 71% of cases), the action taken by the bystander was to talk with or listen to the victim about the incident. In less than half of cases (47%) the bystander reported the harassment to the employer.
- The most common reason for bystanders not taking action was knowing that other people were supporting and assisting the victim (41%). In one-quarter (25%) of cases, the bystander did not take action because they did not want to make things worse for the victim.

Chapter 1: Introduction

Chapter 1 provides a brief introduction to the 2018 National workplace sexual harassment survey (the 2018 National Survey). It outlines the objectives of and background to the survey, as well as setting out the methodology and any methodological differences to previous national sexual harassment surveys conducted by the Australian Human Rights Commission in 2003, 2008 and 2012.

1.1 Background

Between April and June 2018, the Australian Human Rights Commission (the Commission) conducted a national survey to investigate the prevalence, nature and reporting of sexual harassment in Australian workplaces over the past five years. The Commission has conducted and reported on similar workplace sexual harassment surveys in 2003, 2008 and 2012.

The Australian Government Department of Social Services provided the Commission with funding to conduct the 2018 National Survey under the Third Action Plan of the National Plan to Address Violence against Women and their Children 2010–2022.

1.2 Objectives

The 2018 National Survey was designed to collect data about:

- the prevalence and nature of sexual harassment experienced by Australians aged 15 years and older across their lifetime at any time or anywhere
- the prevalence and nature of sexual harassment experienced by Australians aged 15 years and older in the workplace
- the perpetrators of workplace sexual harassment
- characteristics of workplaces where harassment occurs
- the industries where harassment occurs
- the reporting of workplace sexual harassment and the outcomes of complaints
- the impacts of workplace sexual harassment on those who experience it
- the responses of people who witnessed or heard about sexual harassment in their workplaces, and
- Australians' levels of awareness of where they can access information about sexual harassment.

1.3 Methodology

The 2018 National Survey was conducted both online and by telephone with a sample of over 10,000 Australians. The survey measured people's experiences of sexual harassment over the course of their lifetimes. Anyone who had been in the workforce at any time in the last five years was also asked about their experience of sexual harassment in their workplace at any time in the last five years and within the last 12 months.

The survey instrument and the methodology used to conduct the 2018 National Survey received approval from the Human Research Ethics Committee at the University of Sydney.

(a) Measuring the prevalence of sexual harassment

The 2018 National Survey measured the prevalence of sexual harassment in two ways:

1. by providing respondents with a simplified legal definition of sexual harassment and asking them whether they have ever been sexually harassed (legal definition), and
2. by providing respondents with a list of behaviours likely to constitute sexual harassment and asking them whether they had experienced these behaviours (behavioural definition).

The majority of the results quoted in this report are based on the behavioural definition, an approach thought to measure the prevalence of sexual harassment more accurately than the legal definition.

Existing research has found that questions based on a specific definition of sexual harassment may lead to underreporting of this behaviour.¹ Asking respondents whether they have experienced sexual harassment based on providing a legal definition of sexual harassment can be daunting, as it requires the respondent to make a judgement about the kinds of behaviours that a lawyer or court would regard as constituting sexual harassment.²

People's perceptions of sexual harassment may also differ from what the researcher believes they are measuring and/or may be inconsistent with other respondents' understanding of the concept of sexual harassment.³

In contrast, questions that specify the types of behaviours that constitute sexual harassment (behavioural definition) are less reliant on the respondent's own understanding of sexual harassment and consequently are likely to identify a more realistic incidence of sexual harassment.⁴

The behavioural approach with respect to sexual harassment is also the approach adopted by the Australian Bureau of Statistics in the *Personal Safety Survey*, which is conducted every five years and measures, among other things, the lifetime experiences of sexual harassment of Australian adults since the age of 15.⁵

The Commission's own research, over four separate workplace sexual harassment surveys conducted since 2003, supports this approach to questioning respondents about their experiences of sexual harassment. These surveys have consistently found that a significant number of people who say they have not been sexually harassed based on the legal definition go on to report experiencing behaviours that are likely to constitute sexual harassment.

The list of behaviours provided to respondents to the 2018 National Survey was as follows:

- unwelcome touching, hugging, cornering or kissing
- inappropriate staring or leering that made you feel intimidated
- sexual gestures, indecent exposure or inappropriate display of the body
- sexually explicit pictures, posters or gifts that made you feel offended
- repeated or inappropriate invitations to go out on dates
- intrusive questions about your private life or physical appearance that made you feel offended
- sexually explicit comments made in emails, SMS messages or on social media
- inappropriate physical contact
- repeated or inappropriate advances on email, social networking websites or internet chat rooms
- being followed, watched or someone loitering nearby
- sexually suggestive comments or jokes that made you feel offended
- sharing or threatening to share intimate images or film of you without your consent
- indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine
- requests or pressure for sex or other sexual acts
- actual or attempted rape or sexual assault, and
- any other unwelcome conduct of a sexual nature that occurred online or via some form of technology.

This list captures a broad spectrum of behaviours, ranging from inappropriate staring and leering to actual or attempted rape or sexual assault. Survey respondents were asked whether they had ever experienced these behaviours *in a way that was unwelcome*. All of the behaviours listed, if experienced in a way which was unwelcome, are likely to constitute sexual harassment under the *Sex Discrimination Act 1984* (Cth), which defines sexual harassment as follows:

A person sexually harasses another person if:

- (a) the person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the person harassed, or
- (b) engages in other unwelcome conduct of a sexual nature in relation to the person harassed

in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated.

It is important to note that sexual harassment is only unlawful in certain areas of public life in Australia. The Sex Discrimination Act prohibits sexual harassment in employment, education, the provision of accommodation, the provision of goods, services, and facilities and in clubs.

Sexual harassment is prohibited in specified situations in each of the areas of public life covered by the Act.

As the National Survey asked people about their lifetime experience of sexual harassment at *anytime or anywhere*, not all instances of sexual harassment reported in the survey would be unlawful under the Sex Discrimination Act.

(b) The survey instrument

Interviews for the 2018 National Survey were conducted using a modified version of the 2012 survey questionnaire, with final wording structured to meet the requirements of a Computer Assisted Telephone Interview (CATI) questioning and Computer Assisted Web Interview (CAWI) questioning.

Copies of both questionnaires can be found at Appendixes A and B to this report.

The most significant amendment to the 2018 National Survey was the expansion of the questionnaire to investigate the nature of lifetime sexual harassment. As in previous surveys, the 2018 National Survey measured the extent of lifetime sexual harassment in the adult population by providing a definition of sexual harassment and asking if the respondent had ever experienced this. However, unlike past surveys, the 2018 National Survey further investigated individuals' lifetime experience of sexual harassment by asking them a set of behavioural questions.

A pilot test of the survey was conducted with a small sample of respondents prior to the main survey to assess how the new or amended questions fitted into the existing questionnaire and how well they were understood by respondents.

(c) Sample design and size

10,272 people aged 15 years and over were surveyed for the 2018 National Survey. This was a substantially larger sample size than previous surveys, with 2,002 people surveyed in 2012; 2,005 people surveyed in 2008; and 1,005 people surveyed in 2003.

A quota sample was used to ensure that participants were representative of the Australian population in terms of age, sex and area of residence. The sample was not selected to reflect the Australian population by occupation, employer size, industry or employment status (full-time/part-time).

Since the conduct of the last survey on workplace sexual harassment in 2012, there has been a substantial increase in the proportion of the population who cannot be contacted by landline (33% of the workforce). This is particularly relevant for those aged between 20 and 35, the age group most vulnerable to sexual harassment in the workforce. However, at the same time, a significant proportion of the population now has access to the internet at home (76% of the workforce).⁶

Consequently as neither a 100% telephone survey nor a 100% online survey would provide full coverage of the Australian workforce, the 2018 National Survey interviews were conducted using a combination of both Computer Assisted Telephone Interview (CATI) questioning and Computer Assisted Web Interview (CAWI) questioning.

Approximately 40% of interviews were based on the CATI methodology (conducted over the telephone) and 60% on CAWI (conducted online).

A number of different approaches were used to recruit individual participants:

- the CATI sample was drawn by random digit dialling (RDD) to recruit individuals with a fixed landline telephone at home while individuals with a mobile telephone only were recruited through Roy Morgan Research's Single Source Database (SSD).⁷ Both RDD and SSD were used to maximise the participation of individuals in the increasing number of households without a landline connection.

- the CAWI sample was randomly drawn from the Roy Morgan Online Panel (RMOP), which consists of over 189,000 members aged over 15 years with profiles that closely reflect the demographic characteristics of the general population. Although all panel members in some hard to reach demographic groups, such as young men in regional Australia, were approached for an interview, some quota specifications were not achieved. Where this occurred, an additional sample was obtained by purchasing a random sample from an external supplier to achieve the required interviews.

While the sample quota specification was designed to achieve representative coverage of the Australian population aged 15 years or older, final data was weighted using the most recent available Australian Bureau of Statistics population estimates to address any areas of over-sampling or under-sampling and to enable the results to be projected to the Australian population aged 15 years and older.

(d) Participants under the age of 18

The 2018 National Survey included young people aged 15 to 17 years. People who were under the age of 18 were interviewed only if a parent or guardian granted them permission to participate in the survey.

For CATI (telephone) interviews, parents and guardians were given the option to be present in an interview, but were asked not to influence the answers of the participant, either directly or indirectly.

Parents of the young people participating in the CAWI sample (online survey) were asked to grant permission via email, including an option to revoke permission at a later time if they wished to have their child's answers withdrawn from the National Survey.

It should be noted that the need for parental permission may have resulted in a possible sampling bias.

In some sections of this report, results are provided for those aged under 15 years **at the time they were sexually harassed**. This is because participants were asked their age at the time they were sexually harassed in the workplace in the last five years and a proportion of participants reported being 14 or younger at the time they experienced sexual harassment in the workplace.

1.4 Reading and interpreting the data

The data contained in this report captures Australians' experiences of sexual harassment both in the workplace and the broader community, based on the results of the National Survey. As such, it should be noted that the survey results reflect people's reported experiences of sexual harassment. These experiences may not necessarily constitute a criminal offence or a breach of discrimination legislation, which can only be determined by a court.

However, these behaviours would only constitute *unlawful* sexual harassment if they occurred in one of the areas of public life protected under the Sex Discrimination Act.

Throughout this report, the terms 'victim' and 'perpetrator' are used to describe people's experiences of sexual harassment as reported in the National Survey. The term 'victim' is used to refer to individuals who reported experiencing sexual harassment and the term 'perpetrator' is used to refer to individuals who are alleged to have sexually harassed others. The use of the term 'perpetrator' is not intended to suggest that there has been a finding of guilt in relation to a criminal offence or a breach of discrimination legislation.

(a) Rounded numbers

All numbers in this report are rounded to the nearest whole number (with the exception of any values between 0% and 1%).

(b) Statistical reliability of the results

The estimates derived for this study are based on information obtained from a sample survey and are therefore subject to sampling variability. That is, they may differ from results that would be obtained if all people in Australia aged 15 years or older completed the survey or if the survey was repeated with a different sample of people.

One measure of the likelihood of any difference is the standard error, which shows the extent to which an estimate might vary by chance because only a sample of people were interviewed. For example, in this survey the results estimate that 37% of Australians aged 15 years or older who have worked at some time in the last 5 years have witnessed sexual harassment in their workplace. This estimate, based on a sample of 7,813 respondents has a standard error of +/- 1.07% at a 95% confidence level. In other words, there is approximately a 95% chance that if the survey was repeated the estimated number of Australians aged 15 years or older who have worked at some time in the last five years and have witnessed sexual harassment in their workplace would fall within the range of 36% and 38%.

Chapter 1: Endnotes

- 1 R Illies et al, 'Reported incidence rates of work-related sexual harassment in the United States: Using meta-analysis to explain reported rate disparities, 56(3), 607-618.' (2003) 56(3) *Personnel Psychology* p.607.
- 2 R Illies et al, 'Reported incidence rates of work-related sexual harassment in the United States: Using meta-analysis to explain reported rate disparities, 56(3), 607-618.' (2003) 56(3) *Personnel Psychology* p.607.
- 3 R Illies et al, 'Reported incidence rates of work-related sexual harassment in the United States: Using meta-analysis to explain reported rate disparities, 56(3), 607-618.' (2003) 56(3) *Personnel Psychology* p.607.
- 4 R Illies et al, 'Reported incidence rates of work-related sexual harassment in the United States: Using meta-analysis to explain reported rate disparities, 56(3), 607-618.' (2003) 56(3) *Personnel Psychology* p.607.
- 5 Australian Bureau of Statistics, 4906.0 – Personal Safety Survey, Australia.
- 6 These estimates are based on data collected in the Roy Morgan Research, Single Source Survey October 2016 – September 2017 N=27,081. Every year, Roy Morgan Research conducts over 50,000 face-to-face interviews in Australia. These interviews form the basis of its Single Source Database. Approximately 40% of participants also return additional self-completion diaries, the Product Poll and Media Diary.
- 7 Roy Morgan holds a database of 4,520,000 residential landline numbers and 326,000 mobile numbers that have been confirmed to be current residential numbers and where the geographic location age and gender of the owner are known. This Roy Morgan data base was used to randomly draw a sample of respondents to supplement the RDD sample where the RDD approach did not yield the required number of interviews in the CATI quota (typically younger men and residents of the more remote parts of Australia).

Chapter 2: Lifetime sexual harassment

Chapter 2 examines sexual harassment experienced across individuals' lifetimes, including:

- the prevalence of lifetime sexual harassment (sexual harassment which occurred at any time or anywhere)
- the kinds of sexual harassment behaviours people experience across their lifetimes, and
- the characteristics of people who have experienced sexual harassment at some time in their lives.

The prevalence of sexual harassment was determined by providing all respondents with the following list of behaviours likely to constitute unlawful sexual harassment. Respondents were then asked to disclose whether they had ever, at any time or anywhere, experienced any of those behaviours in a way that was unwelcome:

- unwelcome touching, hugging, cornering or kissing
- inappropriate staring or leering that made you feel intimidated
- sexual gestures, indecent exposure or inappropriate display of the body
- sexually explicit pictures, posters or gifts that made you feel offended
- repeated or inappropriate invitations to go out on dates
- intrusive questions about your private life or physical appearance that made you feel offended
- sexually explicit comments made in emails, SMS messages or on social media
- inappropriate physical contact
- repeated or inappropriate advances on email, social networking websites or internet chat rooms
- being followed, watched or someone loitering nearby
- sexually suggestive comments or jokes that made you feel offended
- sharing or threatening to share intimate images or film of you without your consent
- indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine
- requests or pressure for sex or other sexual acts
- actual or attempted rape or sexual assault, and
- any other unwelcome conduct of a sexual nature that occurred online or via some form of technology.

Where someone indicated that they had experienced one or more of these behaviours they were included in the measurement of lifetime sexual harassment.

2.1 Prevalence of lifetime sexual harassment

The majority of Australians have experienced sexual harassment at some point in their lifetimes.

Nearly three in four (72%) of Australians report having experienced sexual harassment at some point in their lives.

Women were significantly more likely than men to have been sexually harassed over the course of their lifetimes.

More than four in five (85%) Australian women 15 years and older have been sexually harassed at some point in their lifetimes.

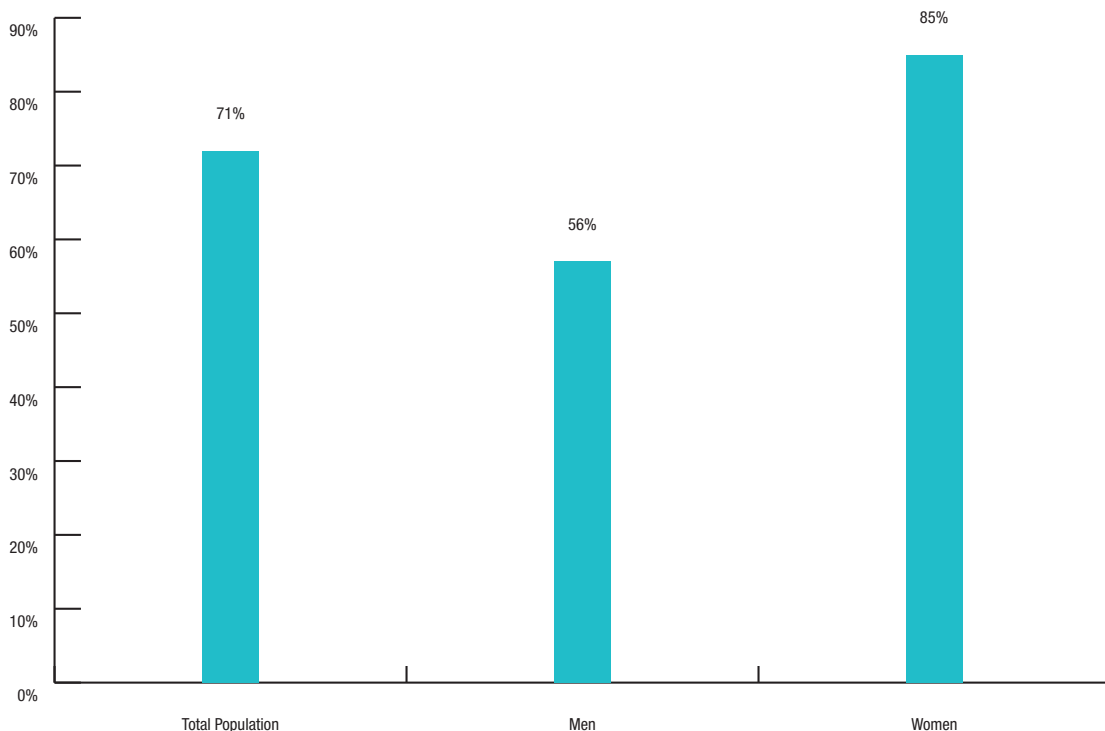
While men were less likely than women to be sexually harassed, the survey results indicate that the majority of Australian men do experience sexual harassment, with 57% of men over the age of 15 having experienced sexual harassment at some point in their lifetimes.

These results are significantly higher than those identified in the 2016 Personal Safety Survey conducted by the Australian Bureau of Statistics, which found that:

- approximately one in two women aged 18 years or over (53%) had experienced sexual harassment by a male or female perpetrator during their lifetime, and
- an estimated one in four men aged 18 years or over had experienced sexual harassment by any person throughout their lifetime.⁸

However, it is important to note that the Personal Safety Survey measures the prevalence of sexual harassment on the basis of seven sexual harassment behaviours compared with the more expansive list of 16 behaviours employed in the 2018 National Survey.⁹

Figure 1: Prevalence of lifetime sexual harassment



Base: All respondents (n=10,272); Men (n=5,008); Women (n=5,219).

2.2 Nature of lifetime sexual harassment

The majority of sexual harassment victims have experienced multiple incidents of sexual harassment over the course of their lifetime.

Most Australian women and men have experienced some form of sexual harassment over the course of their lifetimes, and the majority of people over the age of 15 who were sexually harassed have also experienced multiple forms of this behaviour.

Overall, three in five (60%) people who were sexually harassed have experienced more than one form of sexual harassment in their lifetime.

More than half of Australian women have experienced more than one type of sexual harassment over the course of their lifetimes.

Almost four in five (77%) women who were sexually harassed experienced multiple forms of sexual harassment, compared with two in five (42%) men who were sexually harassed. Given that 85% of women in Australia have experienced sexual harassment overall, it can be extrapolated that two thirds of women in Australia have experienced more than one form of sexual harassment in their lifetimes.

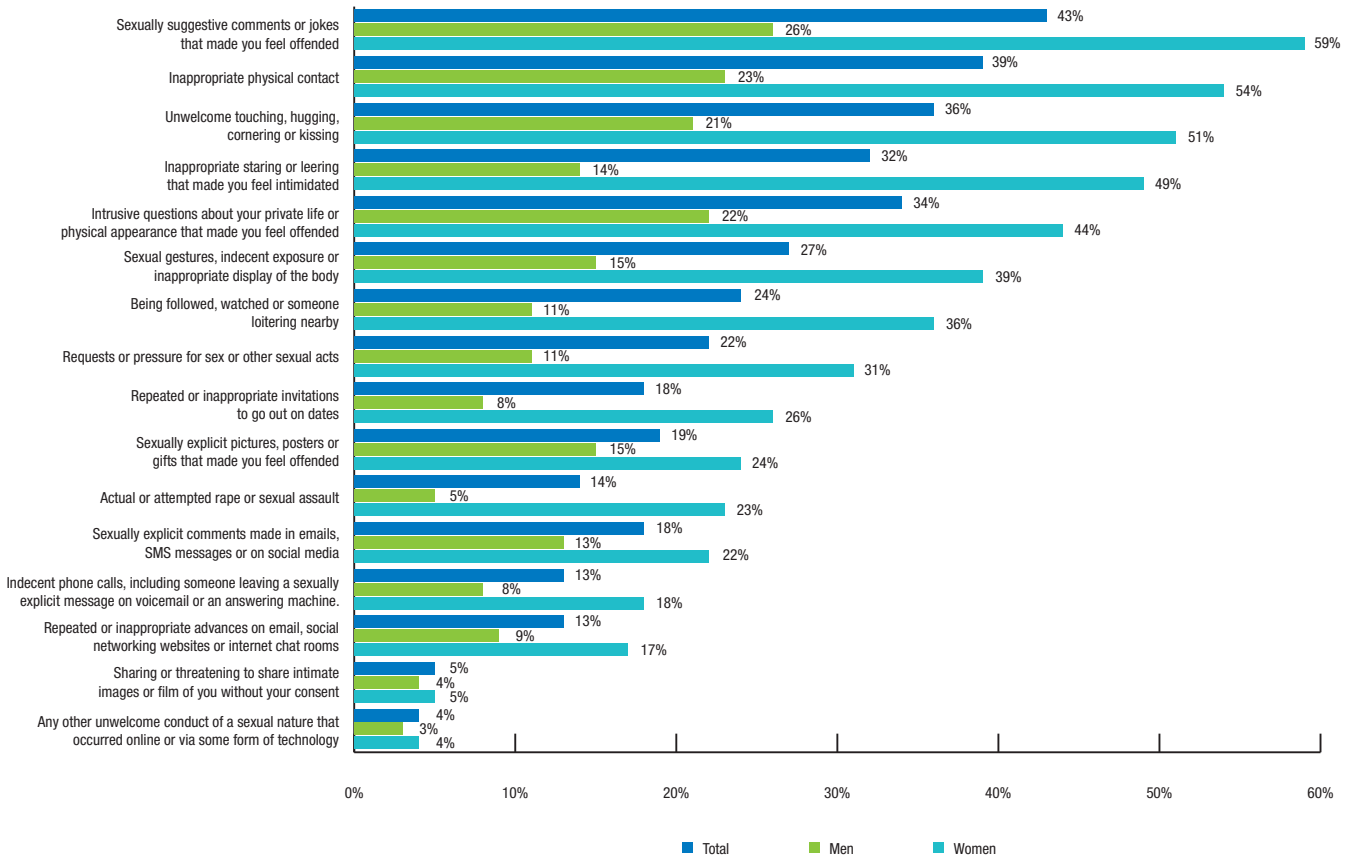
The nature of sexual harassment experienced by men and women was broadly similar, although women reported experiencing all types of sexual harassment behaviours more frequently than men.

Most women have experienced inappropriate physical contact, unwelcome touching, hugging, cornering or kissing and sexually suggestive comments or offensive jokes at some point in their lifetime.

The five most common types of sexual harassment people experienced in their lifetime are:

- sexually suggestive comments or offensive jokes: two thirds (59%) of women and one quarter (26%) of men
- inappropriate physical contact: just over half of women (54%) and one quarter (23%) of men
- unwelcome touching, hugging, cornering or kissing: just over half of women (51%) and one in five (21%) men
- inappropriate staring or leering: half of women (49%) and three in twenty (14%) men, and
- intrusive questions about the person's private life or physical appearance that made them feel offended: just over two in five women (44%) and just over one in five (22%) men.

Figure 2: Types of lifetime sexual harassment



Base: All respondents (n=10,272); Men (n=5,008); Women (n=5,219).

Almost one quarter of Australian women have experienced actual or attempted rape on at least one occasion.

Almost one quarter (23%) of women have experienced actual or attempted rape or sexual assault at some point in their lifetimes. Men were far less likely to have these experiences. However, the prevalence of these behaviours was still high, with one in twenty (5%) men experiencing actual or attempted rape or sexual assault.

These figures broadly align with those from the Australian Bureau of Statistics’ 2016 Personal Safety Survey, which found that 18% of women and 5% of men had experienced sexual violence¹⁰ since the age of 15.¹¹

In addition, nearly one third (31%) of women and one in ten men (11%) have experienced unwelcome requests or pressure for sex or other sexual acts on at least one occasion over the course of their lifetime.

Almost one in three women and one in five men have been sexually harassed online or via some form of technology.

29% of women and 19% of men over the age of 15 have been sexually harassed online or via some form of technology over the course of their lifetimes.

This behaviour is experienced more commonly by young people, with two in five (39%) 18–29 year olds and almost one in three (31%) 30–39 year olds experiencing sexual harassment online or via some form of technology, compared with one in five (22%) 40–49 year olds and less than one in six (15%) 50–64 year olds.

2.3 Who experiences lifetime sexual harassment?

The results of the survey indicate that, over the course of their lifetimes, people's experience of sexual harassment differs according to their demographic profile such as gender identity, sexual orientation, culturally and linguistically diverse backgrounds, Aboriginal and Torres Strait Islander status, disability status and age.

It should be noted that the base number of respondents for some population groups was small. Therefore, these estimates should be regarded as indicative measurements only.

(a) Gender identity

In the survey, respondents were provided with the option of identifying their gender as:

- female
- male
- non-binary
- other, and
- prefer not to say.

Women were substantially more likely than men to have experienced sexual harassment in their lifetime (85% and 56% respectively).

While the number of respondents who identified as non-binary or as a gender other than male or female was small (n=43), there was a clear indication that people who identify in this way were also very likely (89%) to have experienced sexual harassment in their lifetime.

(b) Age

Sexual harassment was highest among people aged 18–29, with three in four people (75%) in this age group having experienced sexual harassment over the course of their lifetime.

Those aged 65 or older were comparatively less likely (67%) to have experienced sexual harassment. However, the prevalence of this behaviour among this age group was still high.

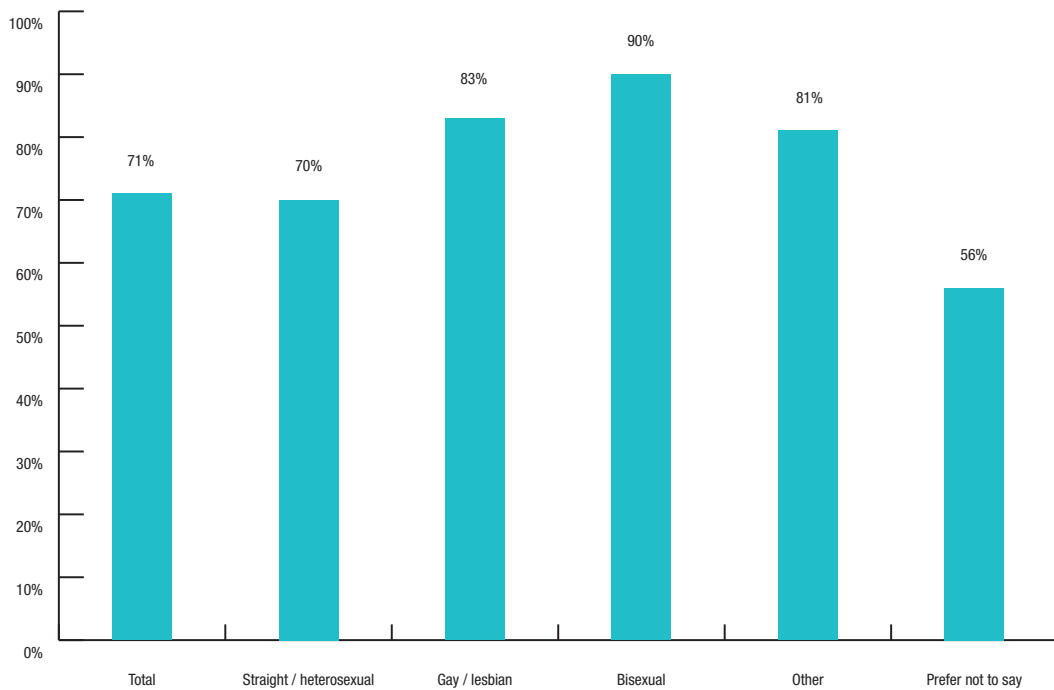
People aged 15–17 years were the least likely to have been sexually harassed in their lifetime (55%).

(c) Sexual orientation

The prevalence of sexual harassment was higher among people who identify as gay, lesbian, bisexual, pansexual, queer, asexual, aromantic, undecided, not sure, questioning or other¹² (84%) than among those who identify as straight or heterosexual (70%). Overall:

- 70% of people who identify as straight or heterosexual had experienced sexual harassment over the course of their lifetime
- 83% of people who identify as gay or lesbian had experienced sexual harassment over the course of their lifetime
- 90% of those who identify as bisexual had experienced sexual harassment over the course of their lifetime, and
- 81% of those who identify as another sexual orientation (including pansexual, queer, asexual, aromantic, undecided, not sure, questioning) had experienced sexual harassment over the course of their lifetime.

Figure 3: Prevalence of lifetime sexual harassment by sexual orientation



Base: Straight or heterosexual (n=9,199); Gay (n=203); Lesbian (n=82); Bisexual (n=263); Pansexual (n=59); Queer (n=34); Asexual or Aromantic (n=63); Undecided, not sure or questioning (n=105); Other (n=9); Prefer not to say (n=255).

When examined by gender:

- almost all (92%) women who identify as gay, lesbian, bisexual, pansexual, queer, asexual, aromantic, undecided, not sure, questioning or other have experienced sexual harassment in their lifetime.
- while the rate of sexual harassment was lower (77%) for men who identify as gay, lesbian, bisexual, pansexual, queer, asexual, aromantic, undecided, not sure, questioning or other, it was still substantially higher than for men who identify as straight or heterosexual (56%).

(d) Aboriginal and Torres Straits Islander people

Aboriginal and Torres Strait Islander men were more likely than other men to have experienced sexual harassment in their lifetime (66% and 56% respectively).

There was no significant difference between rates of lifetime sexual harassment experienced by Aboriginal and Torres Strait Islander women and women who do not identify as Aboriginal and Torres Strait Islander.

(e) Intersex status

There were 94 respondents to the survey who identified as having an intersex variation (70 of these identified as male, 20 identified as female and 4 identified as non-binary or another gender).

Nine in ten respondents (90%) with an intersex variation have been sexually harassed in their lifetime, compared with 71% of those without such a variation.

(f) People with disability

People with disability were more likely than those without disability to have been sexually harassed.

79% of people with disability have been sexually harassed on at least one occasion over the course of their lifetime, compared with 70% of those without disability.

Nine in ten (89%) women with disability and almost seven in ten (68%) men with disability have experienced sexual harassment in their lifetime.

(g) People from culturally and linguistically diverse backgrounds

People who speak mainly English at home (71%) were more likely to have been sexually harassed in their lifetime than those that mainly speak a language other than English at home (64%).

Women who mainly speak English at home were more likely than women who mainly speak a language other than English at home to report having been sexually harassed in their lifetime (85% and 75% respectively). It is important to note that the survey was delivered in English and it is therefore possible that comprehension of the survey questions or cultural differences may have impacted responses to this question.

(h) Income

The prevalence of lifetime sexual harassment was broadly similar across most household income bands, though higher (76%) among lower income households earning between \$15,000 and \$34,999 per year.

2.4 Gap between legal and behavioural definitions of sexual harassment

Before being asked about their experiences of sexual harassment 'behaviours', all survey respondents were provided with the following simplified legal definition of sexual harassment and asked to disclose whether they had experienced such harassment at any time or anywhere:

Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which, in the circumstances, a reasonable person, aware of those circumstances, would anticipate the possibility that the person would feel offended, humiliated or intimidated.

In total, 43% of respondents reported having been sexually harassed on the basis of the legal definition. This is despite the fact that a much larger number (71%) of people then went on to report having experienced one or more of the 16 sexual harassment behaviours listed at some point in their lifetime.

In the 2012 survey, one third (33%) of respondents reported having experienced sexual harassment at some point in their lifetime on the basis of the legal definition, compared with 43% in 2018.

When examined by gender, in 2012 9% of men reported having experienced sexual harassment at some point in their lifetime on the basis of the legal definition, compared with nearly one quarter of men (23%) in 2018.

In 2012, one in five (21%) women reported having experienced sexual harassment at some point in their lifetime on the basis of the legal definition, compared with three in five (61%) women in 2018.

Although awareness of what constitutes sexual harassment is considerably higher than in past surveys, there remains a large gap between the proportion of the population who identify as having experienced sexual harassment when given a legal definition, and those who identify having experienced sexual harassment when they are provided with a specific list of sexual harassment behaviours. This suggests that there is still a lack of understanding among Australian adults as to what actually constitutes sexual harassment.

Overall, half (49%) of all respondents who initially said they **had not** experienced being sexually harassed based on the legal definition went on to report experiencing one of the sexual harassment behaviours.

Awareness of what constitutes sexual harassment was found to be lowest among people aged 15-17 years.

While only 16% of 15–17 year olds reported having experienced sexual harassment over the course of their lifetime when provided with the legal definition, 55% of people in this age group reported experiencing one or more of the 16 sexual harassment behaviours at some point in their lifetime.

This represents a 242% increase when comparing the 'legal' and 'behavioural' rates of sexual harassment for this age group. The increase in prevalence for those over the age of 18 ranged between 55% and 73%.

This large increase among 15–17 year olds indicates that these young people have substantially lower awareness of what constitutes sexual harassment than those older than them.

When the 'legal' and 'behavioural' prevalence rates were compared, the degree of increase was also substantially higher for those who mainly speak a language other than English at home (120% increase compared with a 65% increase among mainly English-speaking households).

Chapter 2: Endnotes

8 Australian Bureau of Statistics, 4906.0 – Personal Safety Survey, Australia.

9 The sexual harassment behaviours used in the Australian Bureau of Statistics' 2016 Personal Safety Survey were:

receiving indecent phone calls

receiving indecent texts, emails or post

indecent exposure

inappropriate comments about the person's body or sex life

unwanted touching, grabbing, kissing or fondling

distributing or posting pictures or videos of the person, that were sexual in nature, without their consent

exposing the person to pictures, videos or materials which were sexual in nature that the persons did not wish to see.

10 'Sexual violence' is defined by the Australian Bureau of Statistics as follows: *Sexual violence* is defined as the occurrence, attempt or threat of sexual assault experienced by a person since the age of 15.

11 Australian Bureau of Statistics, 4906.0 – Personal Safety Survey, Australia.

12 Respondents to the survey were given the option of identifying their sexual orientation in their preferred way from the following list:

Straight or heterosexual

Gay

Lesbian

Bisexual

Pansexual

Queer

Asexual or Aromantic

Undecided, not sure or questioning

Other (please specify)

Chapter 3: Workplace sexual harassment

Chapter 3 examines workplace sexual harassment in detail, including:

- the prevalence of workplace sexual harassment
- the nature of workplace sexual harassment
- who experiences workplace sexual harassment, and
- who perpetrates workplace sexual harassment.

3.1 Prevalence of workplace sexual harassment

(a) Workplace sexual harassment in the past 12 months

One in five Australians were sexually harassed in the workplace in the last 12 months.

Overall, one in five (20%) people who were in the workforce in the past five years experienced sexual harassment on at least one such occasion in the last 12 months.

In the last year, almost one in four women and one in six men were sexually harassed at work.

In the last 12 months, almost one in four (23%) women in the Australian workforce have experienced some form of workplace sexual harassment compared with one in six (16%) men in the workforce.

(b) Workplace sexual harassment in the past five years

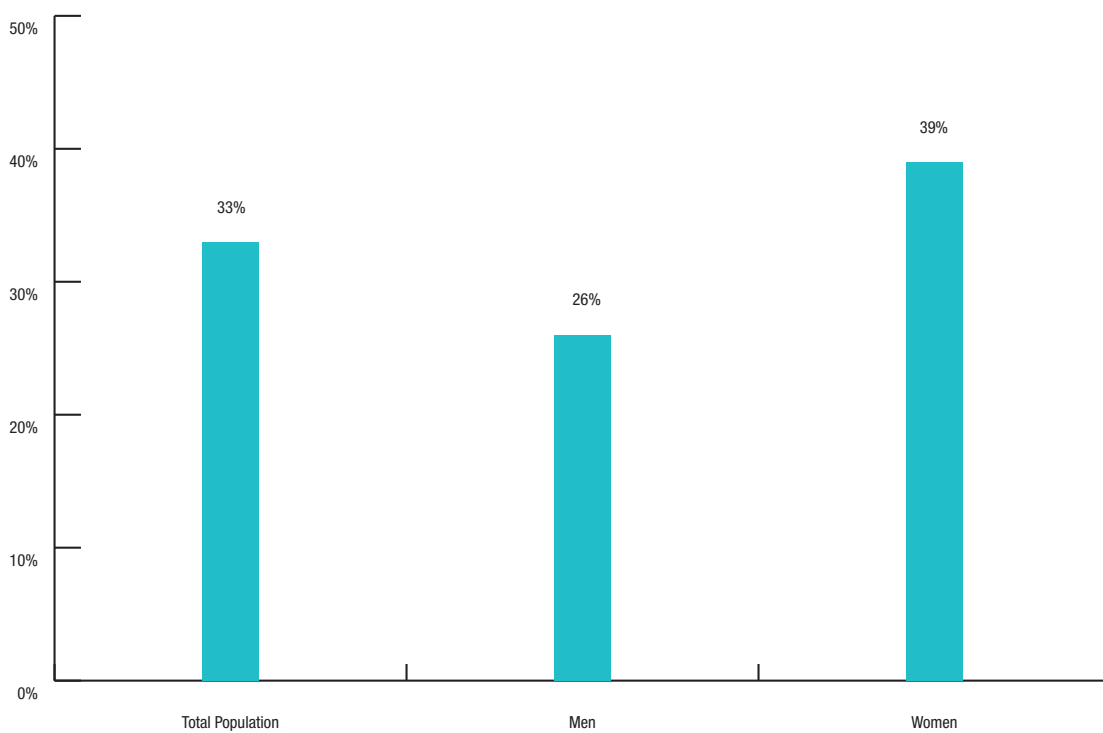
One in three Australians were sexually harassed in the workplace in the last five years.

One in three (33%) people aged 15 years and over who has been in the workforce in the last five years has experienced sexual harassment in the workplace during that period. This includes sexual harassment experienced at work, at a work-related event or while looking for work.

Women were more likely than men to have experienced sexual harassment at work in the past five years.

Almost two in five women (39%), compared with one in four men (26%), have experienced sexual harassment in the workplace in the last five years.

Figure 4: Prevalence of workplace sexual harassment by gender in the past five years



Base: All respondents in the workplace in last 5 years (n=7,813); Men (n=3,932); Women (n=3,844).

People who identify as gay or lesbian (47%) bisexual (57%) or with another sexual orientation (including pansexual, queer, asexual, aromantic, undecided, not sure, questioning) (55%) were significantly more likely than people who identify as straight or heterosexual (31%) to be sexually harassed in the workplace over the last five years.

The majority of people who were sexually harassed in the workplace in the past five years have been sexually harassed on multiple occasions.

Two in three (65%) people who have been sexually harassed in the workplace in the last five years have experienced more than one form of sexual harassment in the workplace during that period. This rate was higher among women (69%) than men (58%).

Just over half (55%) of people who have experienced workplace sexual harassment in the last 12 months had experienced more than one form of harassment during that time. Again, this rate was higher among women (60%) than men (48%).

(c) Scale of sexual harassment in the workplace

One in two people who have been in the workforce in the past five years have been exposed to workplace sexual harassment, either as a victim themselves, or as a bystander.

Around half (51%) of Australians who have been in the workforce in the last five years have been exposed to some form of workplace sexual harassment, either as a victim or as a bystander (someone who either witnessed or heard about the sexual harassment of another person in their workplace) or both.

Women and men have a similar likelihood of exposure to sexual harassment in the workplace, with 52% of women and 50% of men having experienced workplace sexual harassment as a victim, a bystander or both.

3.2 Who experiences sexual harassment in the workplace?

The survey results indicate that people may experience workplace sexual harassment differently due to characteristics such as gender identity, sexual orientation, culturally and linguistically diverse background, Aboriginal and Torres Strait Islander status, disability status and age.

(a) Gender

Women were more likely than men to have been sexually harassed in the workplace in the last five years (39% of women compared with 26% of men).

When looking at victims of sexual harassment overall, women made up almost three in five (58%) of victims of workplace sexual harassment in the past five years.

(b) Age

People aged 18–29 or 30–39 years (45% and 37% respectively) were more likely than those in other age groups to have been sexually harassed in the workplace in the past five years.

This is contrasted with people in the lowest and uppermost age bands, who were the least likely to have been sexually harassed:

- 20% of 15–17 year olds have experienced sexual harassment in the workplace in the past five years
- 25% of 50–64 year olds have experienced sexual harassment in the workplace in the past five years, and
- 16% of those over the age of 65 have experienced sexual harassment in the workplace in the past five years.

When considering the age of victims of sexual harassment, almost two out of three (62%) victims of sexual harassment were under 40 years old at the time of the most recent incident.

The average age of women and men at the time of the most recent incident of workplace sexual harassment was similar, at 34.5 years for women and 35.5 years for men.

(c) Sexual orientation

The prevalence of workplace sexual harassment among those who identify as gay, lesbian, bisexual, pansexual, queer, asexual, aromantic, undecided, not sure, questioning or other was significantly higher than among people who identify as straight or heterosexual (52% and 31% respectively).

- 31% of people who identify as straight or heterosexual have experienced workplace sexual harassment in the past five years
- 47% of people who identify as gay or lesbian have experienced workplace sexual harassment in the past five years
- 57% of people who identify as bisexual have experienced workplace sexual harassment in the past five years, and
- 55% of people who identify as another sexual orientation (including pansexual, queer, asexual, aromantic, undecided, not sure, questioning) had experienced sexual harassment over the course of their lifetime.

(d) Intersex status

People with an intersex variation (77%) were more likely than those without such a variation (32%) to have been sexually harassed in their workplace in the last five years. However, the survey sample was very small and therefore these results should be approached with caution.

Men with an intersex variation were more likely than other men to have experienced workplace sexual harassment (83% and 25% respectively). The sample size was too small among women with an intersex variation to draw firm conclusions.

(e) Aboriginal and Torres Strait Islander people

The prevalence of sexual harassment experienced in the workplace in the past five years was substantially higher among people who identified as Aboriginal and Torres Strait Islander (53%) compared with those who did not (32%).

The same pattern existed for both Aboriginal and Torres Strait Islander women and men, with 50% of Aboriginal and Torres Strait Islander men and 55% of Aboriginal and Torres Strait Islander women having experienced workplace sexual harassment in the last five years.

(f) People with disability

People with disability were more likely than those without disability to have been sexually harassed in their workplace in the last five years (44% and 32% respectively).

Both men (35%) and women (52%) with disability were more likely than those without disability to have experienced workplace sexual harassment during this period.

(g) People from culturally and linguistically diverse backgrounds

Overall, there was no significant difference in the prevalence of workplace harassment based on main language spoken at home (32% English, 34% language other than English).

However, men who mainly spoke a language other than English at home (33%) were more likely than men who spoke mainly English at home (26%) to have experienced workplace sexual harassment in the last five years.

It is important to note that the survey was delivered in English and it is therefore possible that comprehension of the survey questions or cultural differences may have impacted responses to this question.

(h) Household income

The prevalence of workplace sexual harassment was broadly similar across most household income bands, though slightly higher among those earning lower incomes.

Rates of workplace sexual harassment in the past five years ranged from 30% of people earning \$150,000 to \$199,999 per year, up to 39% of people earning \$25,000 to \$34,999 per year.

(i) Employment status

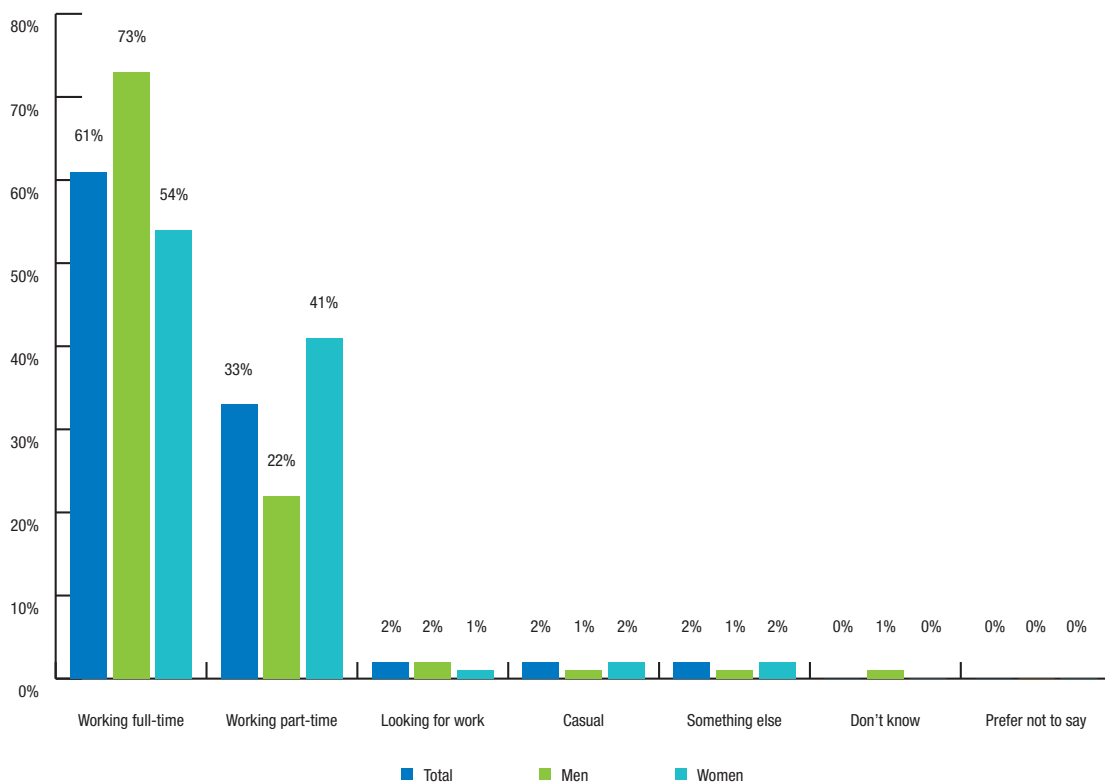
The employment status of people who were sexually harassed at work in the past five years broadly reflects the makeup of the Australian workforce.

At the time the survey was conducted, two thirds (64%) of the Australian workforce was employed on a full-time basis, with just under one third (30%) working part-time and around one in twenty (6%) looking for work.¹³ Men were more likely to be employed on a full-time basis than women (77% of employed men were full-time compared to 50% of women) and conversely more women than men were working part-time (18% men; 44% women).

These proportions are closely reflected in the employment status of workplace sexual harassment victims at the time of their most recent incident of harassment:¹⁴

- three in five (61%) victims of sexual harassment were working full-time, while one third (33%) worked part-time. A small group of victims of workplace sexual harassment (2%) were looking for work at the time of the sexual harassment.
- three quarters (73%) of male victims and just over one half (54%) of female victims were working full-time, while one in five (22%) male victims were working part-time compared with two in five (41%) female victims.

Figure 5: Employment status at time of workplace sexual harassment (by gender)



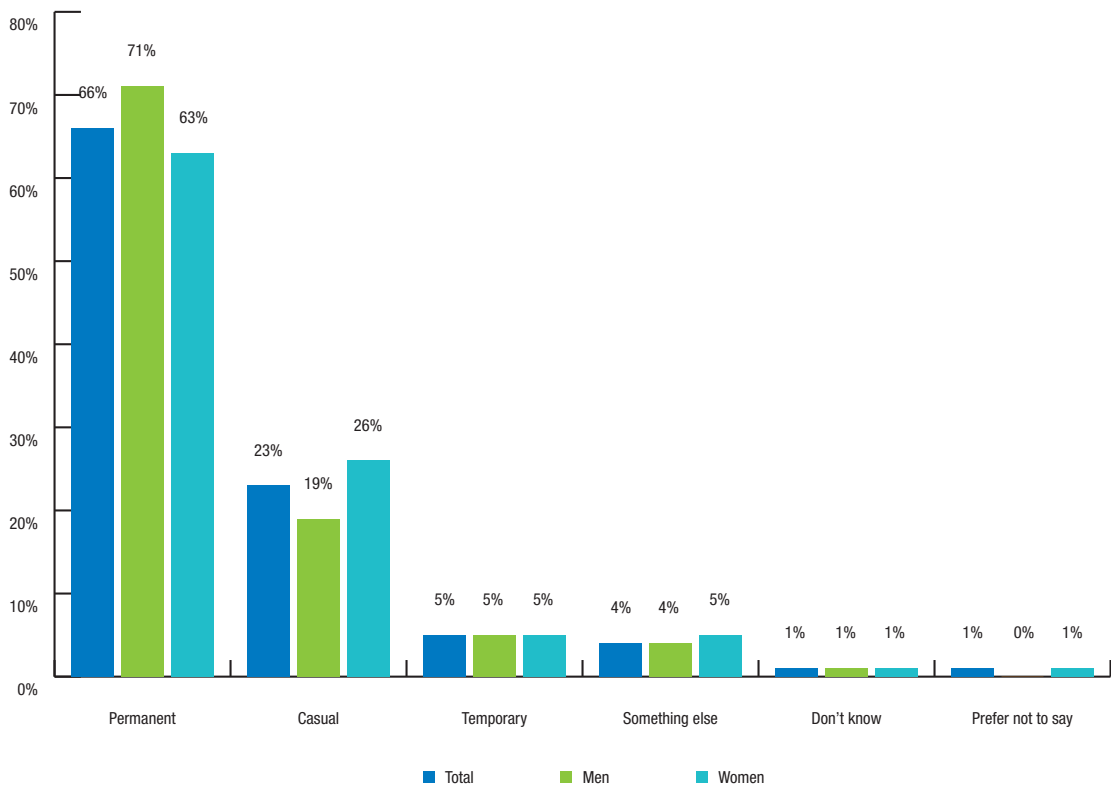
Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); Men (n=1,042); Women (n=1,522).

(j) Employment type

Two-thirds (66%) of victims of workplace sexual harassment were permanent employees at the time of the most recent incident and close to one quarter (23%) were employed on a casual basis. A small group (5%) worked as temporary employees.

Men (71%) were more likely than women (63%) to have been a permanent employee at the time of the most recent incident, and women were more likely than men to have been a casual employee at that time (26% and 19% respectively).

Figure 6: Employment type at time of sexual harassment (by gender)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years, excluding those looking for work (n=2,545); Men (n= 1,021); Women (n=1,504).

(k) Occupation

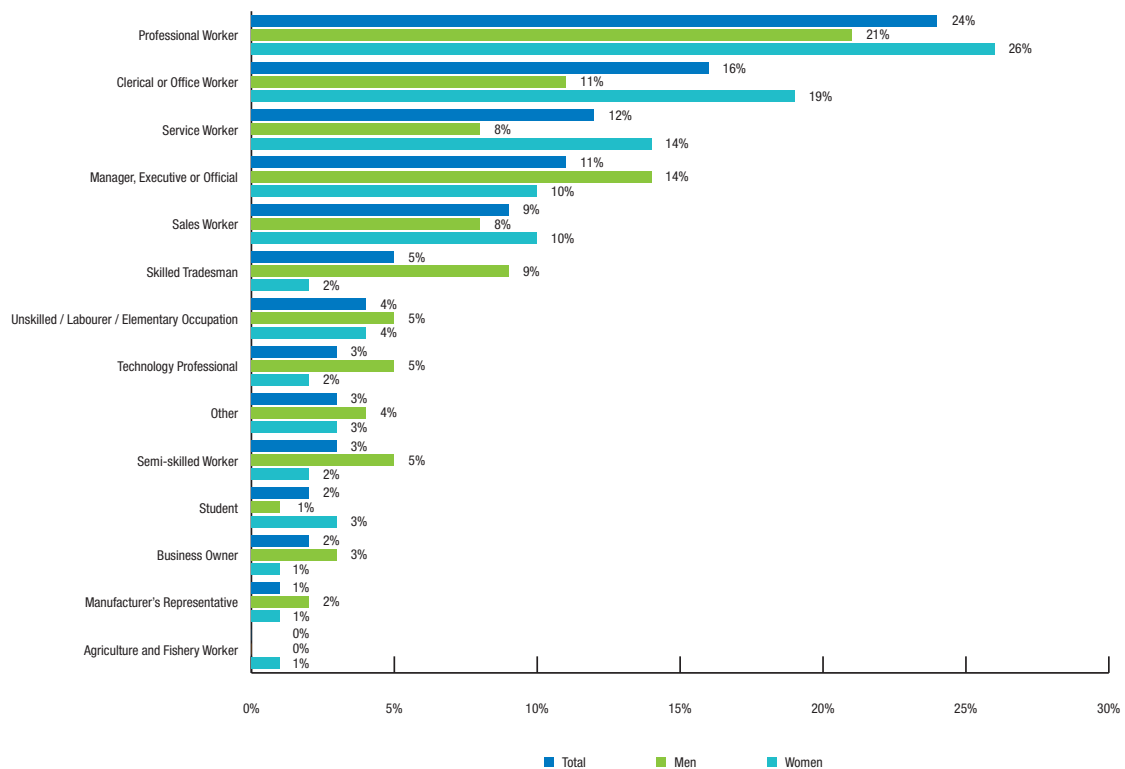
Victims of sexual harassment were clustered within five main occupational groups, with 72% of victims having worked in one of these five occupations at the time of the most recent incident of workplace sexual harassment. This was the case for both men and women.

Broadly, the distribution of roles among victims of sexual harassment is reflective of the current structure of the Australian workplace,¹⁵ providing a clear indication that workplace sexual harassment occurs across all occupations.

The dominant occupations are:

- professional workers: 24% of victims (21% of male victims and 26% of female victims)
- clerical and office workers: 16% of victims (11% of male victims, 19% of female victims)
- service workers: 12% of victims (8% of male victims, 14% of female victims)
- manager executives: 11% of victims (14% of male victims, 10% of female victims), and
- sales workers: 9% of victims (8% of male victims, 10% of female victims).

Figure 7: Occupation at time of sexual harassment (by gender)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); Men (n=1,042); Women (n=1,522).

3.3 Who perpetrates workplace sexual harassment?

(a) Number of perpetrators

The majority of incidents of workplace sexual harassment in the past five years involved a single perpetrator.

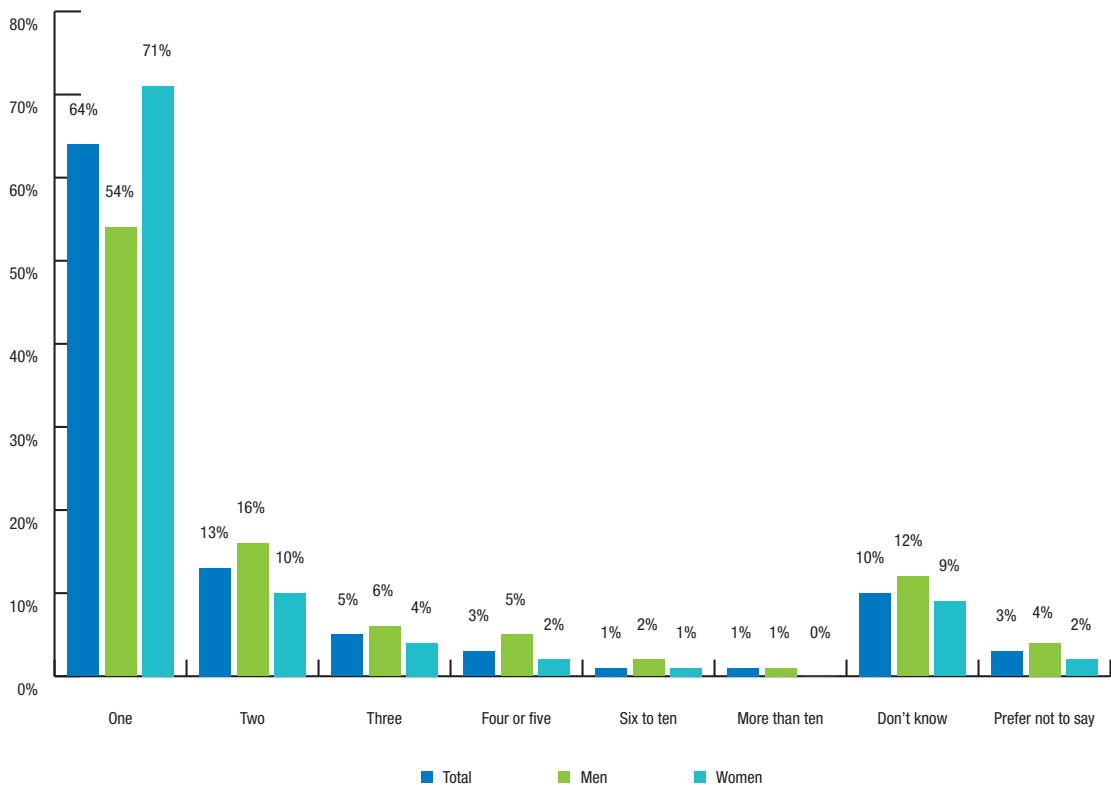
Almost two-thirds (64%) of workplace sexual harassment incidents were carried out by a single perpetrator.

Women (71%) were more likely than men (54%) to have been sexually harassed by a single perpetrator, meaning that men were more likely than women to have been sexually harassed by more than one perpetrator.

The mean number of perpetrators of workplace sexual harassment experienced by men was 2.1, compared with 1.4 perpetrators for women who were sexually harassed.

Those aged under 15 years at the time of the most recent incident were more likely than those in other age groups to have been sexually harassed by larger numbers of perpetrators (mean of 3.5 perpetrators in the most recent incident).

Figure 8: Number of perpetrators involved in most recent sexual harassment (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); Men (n=1,042); Women (n=1,522).

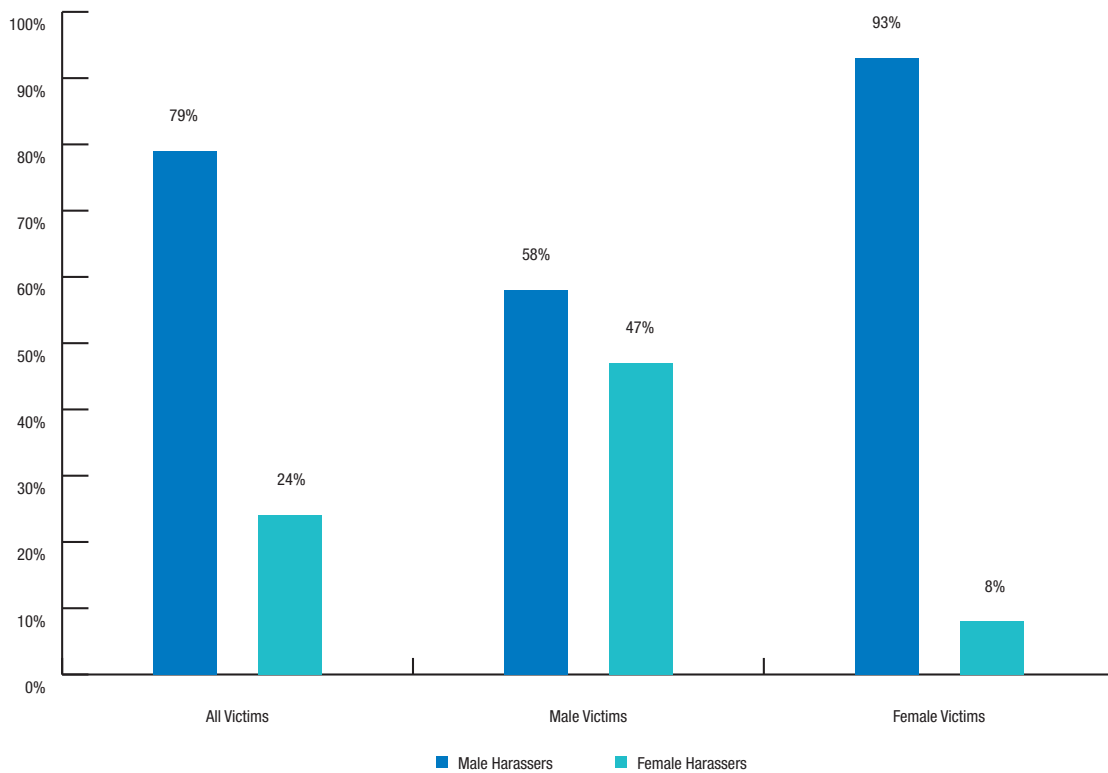
(b) Gender of perpetrators

The majority of workplace sexual harassment in the past five years was perpetrated by men.

79% of victims of workplace sexual harassment were sexually harassed by one or more male perpetrators.

- 93% of female victims were sexually harassed by one or more male perpetrators, and 8% were harassed by one or more female perpetrators.
- 58% of male victims were sexually harassed by one or more male perpetrators, and 47% were sexually harassed by one or more female perpetrators.

Figure 9: Gender of all perpetrators of workplace sexual harassment (by gender of victim)



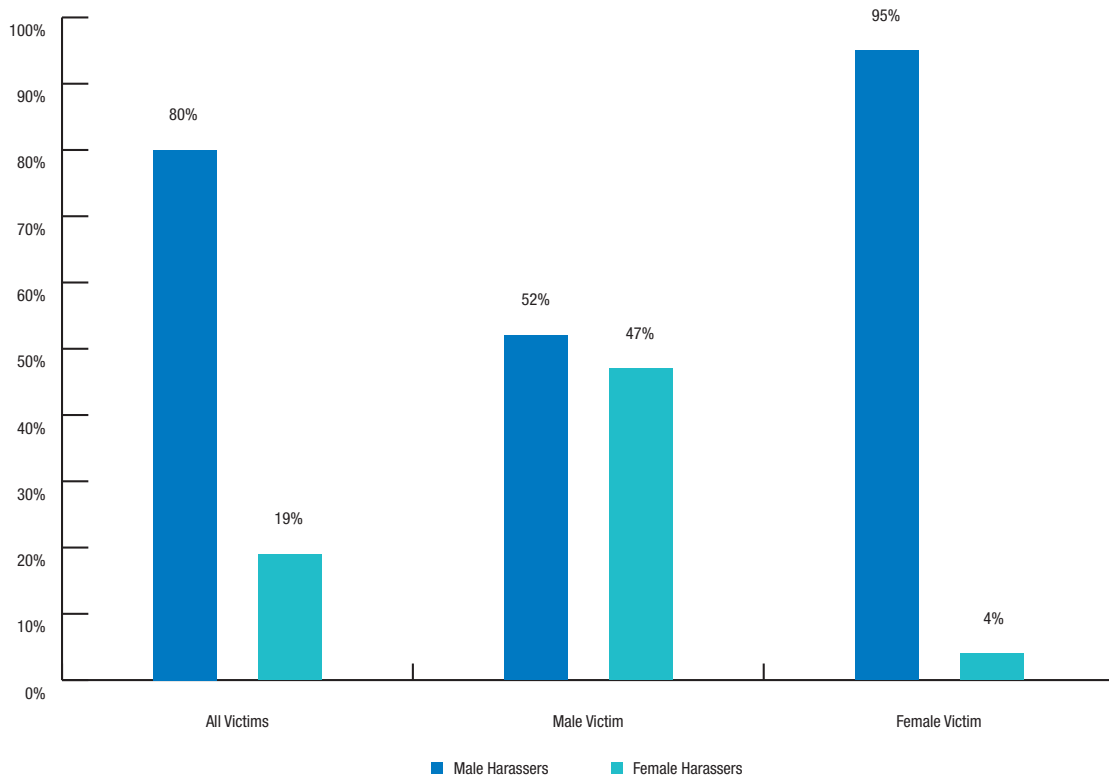
Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); Men (n=1,042); Women (n=1,522).

In incidents of workplace sexual harassment involving a **single perpetrator**, four in five perpetrators (80%) were male and one in five (19%) was female.

- 95% of women who were sexually harassed by a single perpetrator were harassed by a man.
- 52% of men who were sexually harassed by a single perpetrator were also harassed by a man and 47% were harassed by women.

In relation to rates of men sexually harassed by women, it is important to note that given the proportionally lower rates of sexual harassment experienced by men, there were far fewer female perpetrators of workplace sexual harassment when compared with male perpetrators.

Figure 10: Gender of single perpetrators of workplace sexual harassment (by gender of victim)



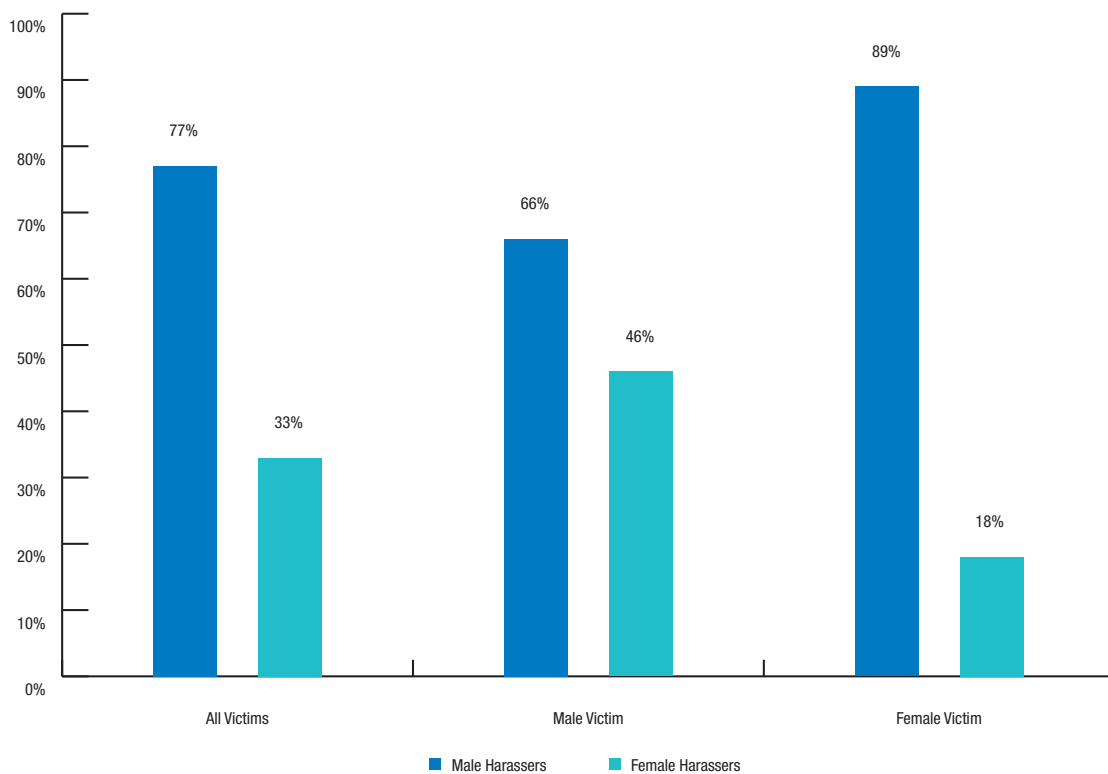
Base: Respondents who had been sexually harassed by a single harasser in the workplace in the last 5 years (n=1,652); Men (n=565); Women (n=1,077).

In relation to incidents of workplace sexual harassment carried out by **multiple perpetrators**, the perpetrators were overwhelmingly male.

Where more than one perpetrator was involved, one or more of the perpetrators were male on 77% of occasions, and one or more of the perpetrators were female on 33% of occasions.

The vast majority of women who were sexually harassed by multiple perpetrators (89%) said that one or more of the perpetrators were male. In addition, 66% of men who were sexually harassed by multiple perpetrators said that one or more of the perpetrators were male.

Figure 11: Gender of multiple perpetrators of workplace sexual harassment (by gender of victim)



Base: Respondents who had been sexually harassed by multiple harassers in the workplace in the last 5 years (n=933); Men (n=477); Women (n=445).

(c) Age of perpetrators

Where the most recent incident of workplace sexual harassment involved a single perpetrator, the perpetrator was most commonly aged 41–50 years (27%). More than half of harassers (54%) were aged 40 or older.

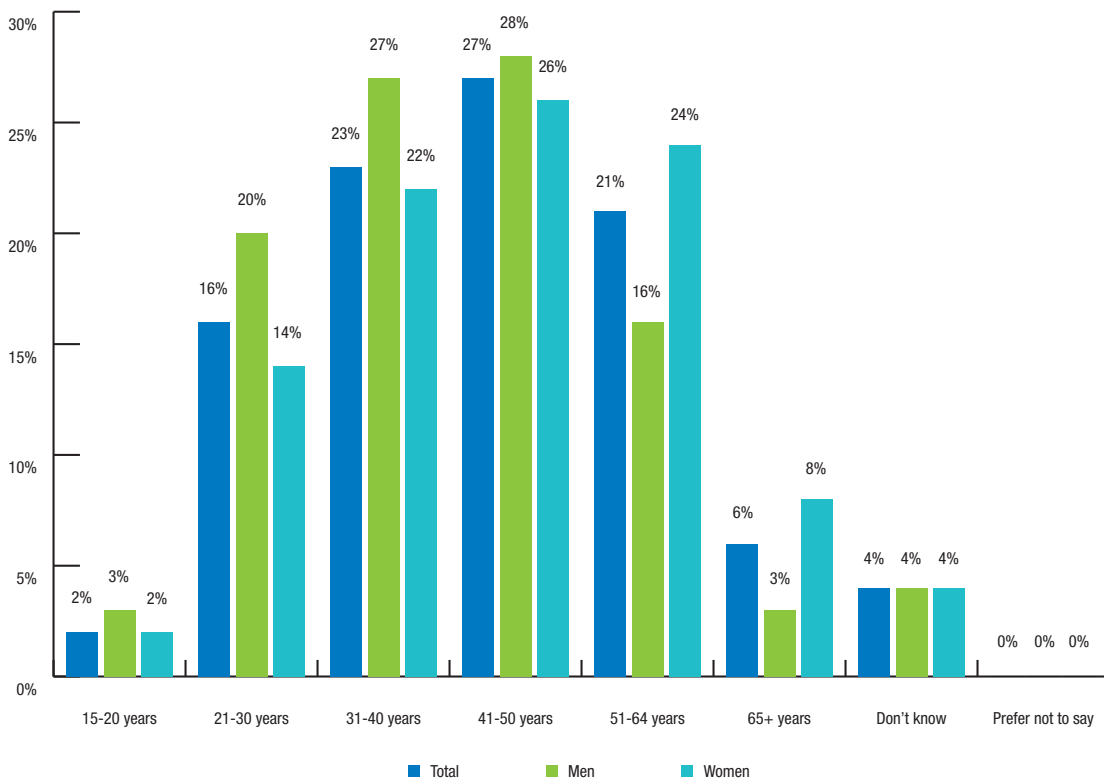
When the survey results are examined by gender, we find that:

- where the perpetrator was younger (aged 21–40 years), the victim was more likely to be a man (47%, compared to 35% for women), and
- where the perpetrator was older (aged 51 years or more), the victim was more likely to be a woman (32%, compared to 19% for men).

Where workplace sexual harassment was carried out by more than one perpetrator, the most common age groups for one or more of the perpetrators were:

- 31–40 years, in 40% of instances
- 21–30 years, in 35% of instances, and
- 41–50 years, in 31% of instances.

Figure 12: Single perpetrators of workplace sexual harassment (by age of perpetrator and gender of victim)

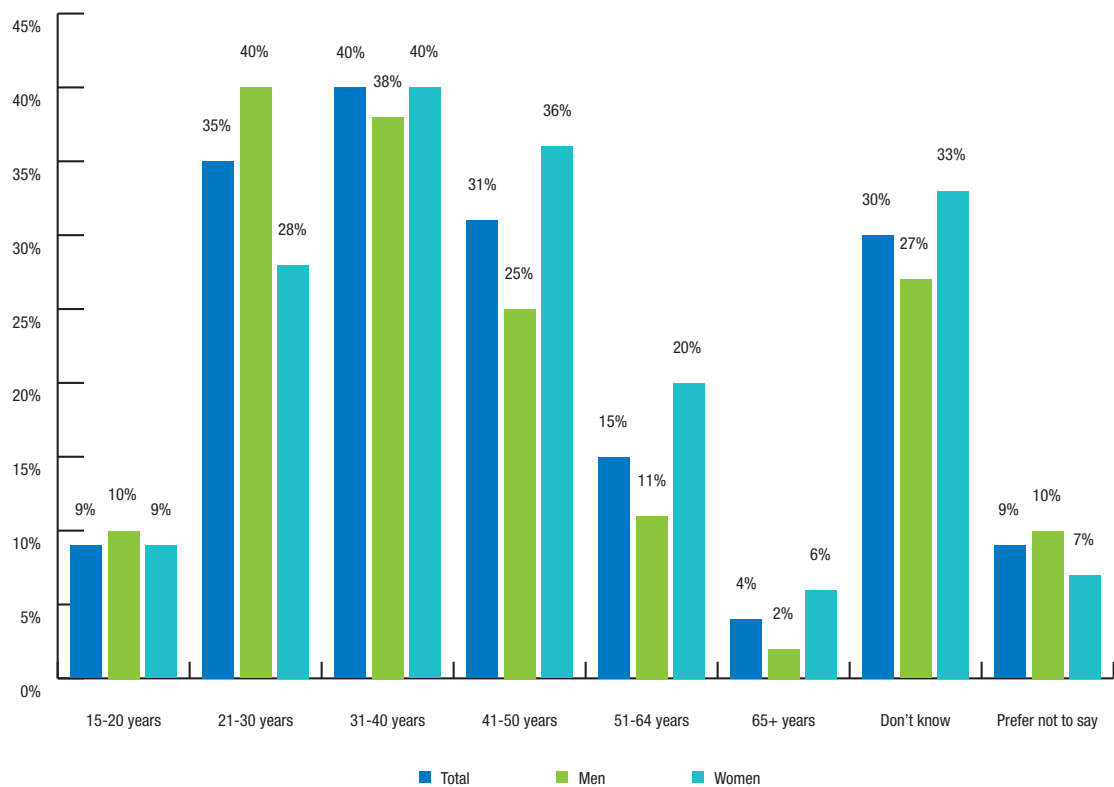


Base: Respondents who had been sexually harassed by a single harasser in the workplace in the last 5 years (n=1,652); Men (n=565); Women (n=1,077).

As with cases involving a single perpetrator, an analysis of multiple perpetrator cases by gender shows that:

- where the harasser was younger (aged 21–30 years), the victim was more likely to be a man (40%, compared to 28% for women), and
- where the harasser was older (aged 41 years or more), the victim was more likely to be a woman (61%, compared to 39% for men).

Figure 13: Multiple perpetrators of workplace sexual harassment (by age of perpetrator and gender of victim)



Base: Respondents who had been sexually harassed by multiple harassers in the workplace in the last 5 years (n=933); Men (n=477); Women (n=445).

(d) Relationship of perpetrator to victim

Sexual harassment which occurred in the workplace in the past five years was most often perpetrated by a co-worker employed at the same level as the victim.

This was the case for people harassed by a single perpetrator and those harassed by multiple perpetrators.

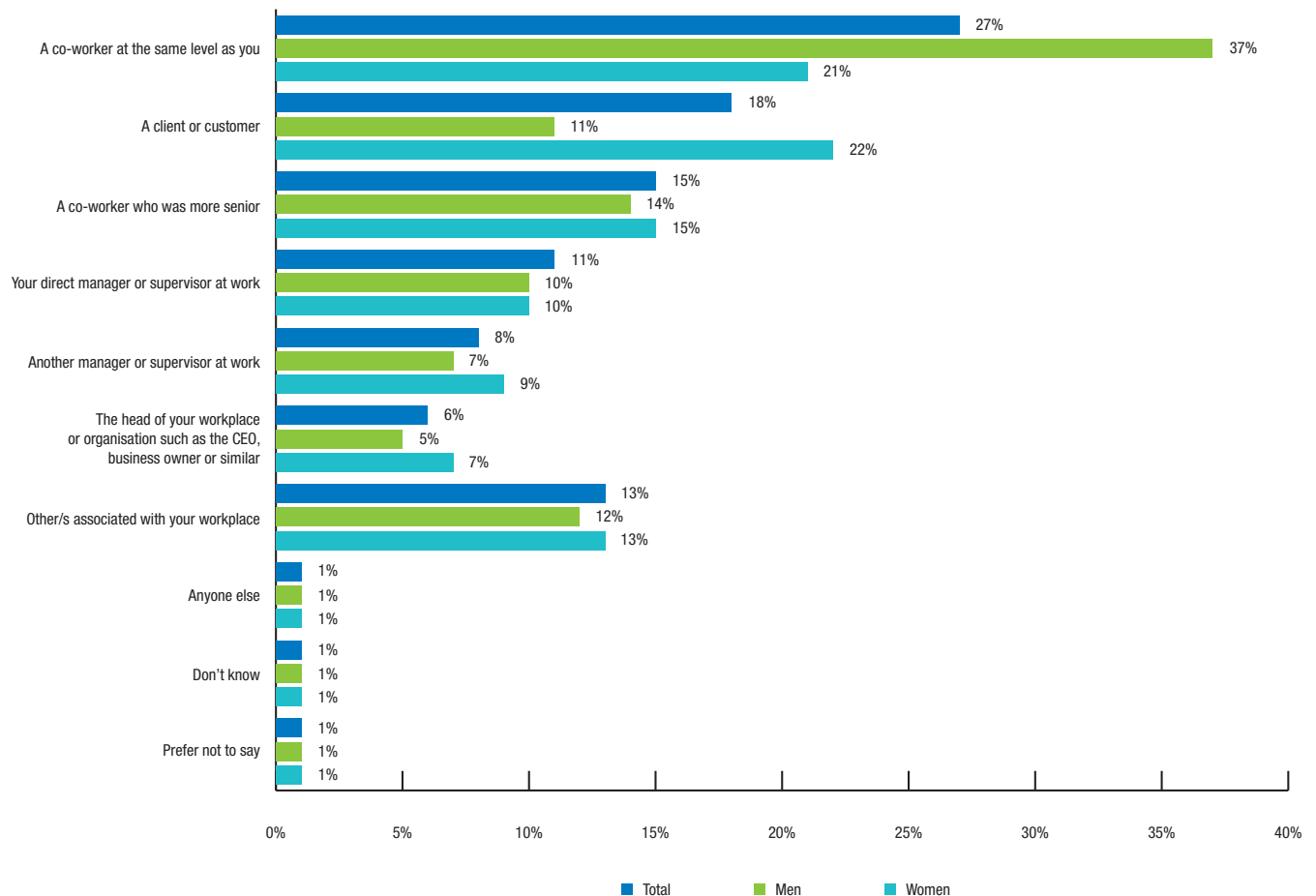
Where a **single harasser** perpetrated the most recent incident of workplace sexual harassment, the most common relationships of the perpetrator to the victim were:

- a co-worker on the same level as the victim (27%)
- a client or customer (18%)
- a co-worker who was more senior than the victim (15%), and
- the victim’s direct manager or supervisor (11%).

When these results are analysed by gender, we find that:

- men were more likely than women to be sexually harassed at work by a coworker at the same level (37% and 21% respectively), and
- women were more likely than men to be sexually harassed at work by a client or customer (22% and 11% respectively).

Figure 14: Relationship of single perpetrator to victim (by gender of victim)



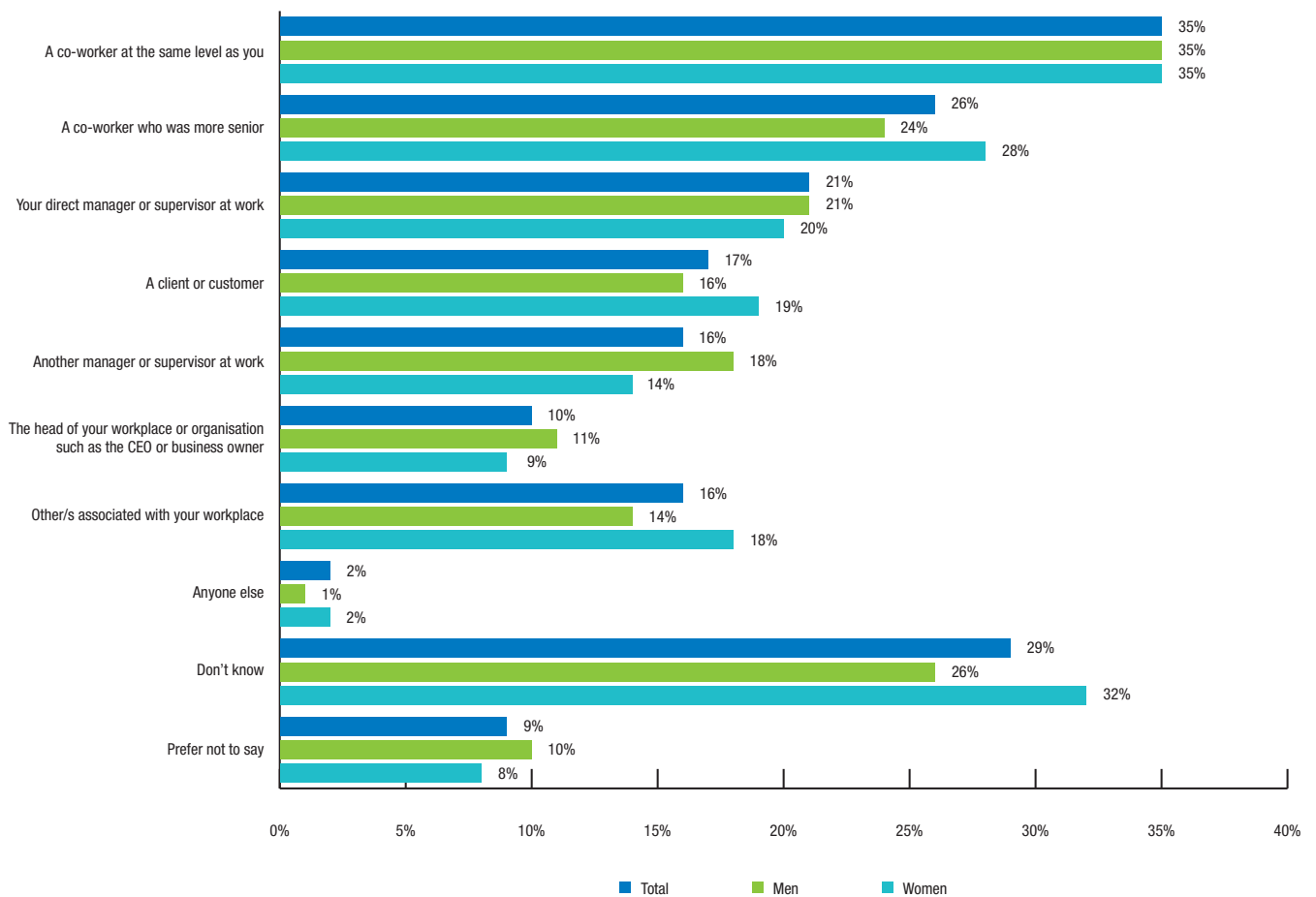
Base: Respondents who had been sexually harassed by a single harasser in the workplace in the last 5 years (n=1,652); Men (n=565); Women (n=1,077).

Where **more than one perpetrator** was involved in the most recent incident of workplace sexual harassment, then one or more of the perpetrators was (in descending order of frequency):

- a co-worker on the same level as the victim (35%)
- a co-worker who was more senior than the victim (26%)
- a direct manager or supervisor (21%), and
- a client or customer (17%).

Where there were multiple perpetrators, there were no substantial differences between male and female victims in the perpetrator/victim relationship categories examined in the survey.

Figure 15: Relationship of multiple perpetrators to victim (by gender of victim)



Base: Respondents who had been sexually harassed by multiple harassers in the workplace in the last 5 years (n=933); Men (n=477); Women (n=445).

3.4 Nature of workplace sexual harassment

Section 3.4 examines the nature and characteristics of workplace sexual harassment in greater detail, by focusing on **the most recent incident of workplace sexual harassment** within the last five years, as reported in the survey.

(a) Types of workplace sexual harassment

The most common forms of workplace sexual harassment occurring in the past five years were offensive sexually suggestive comments or jokes and intrusive or offensive questions about a person’s private life or physical appearance.

For both women and men, the most common type of sexual harassment experienced in the workplace in the past five years was offensive, sexually suggestive comments or jokes. One in four women (25%) and just over one in ten men (13%) have experienced this type of workplace harassment in the last five years.

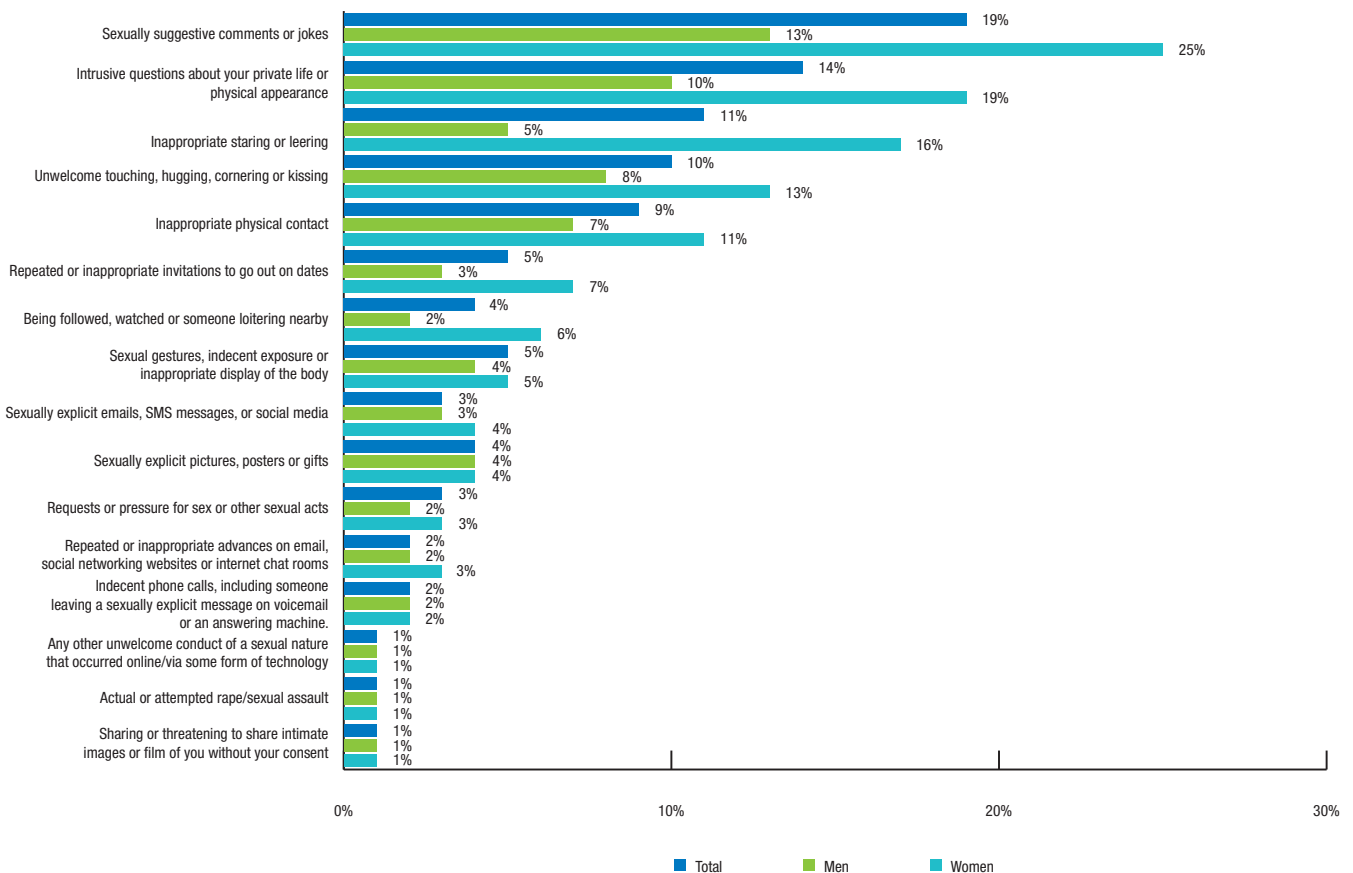
The second most common type of workplace harassment, for both women and men, was intrusive questions about an individual’s private life or physical appearance.

Nearly one in five women (19%) and one in ten men (10%) have experienced this type of harassment at work.

One in twenty (4%) people have experienced sexual harassment occurring online or via some form of technology, in a work-related context, in the last five years. Women were equally as likely as men to have experienced this.

As with lifetime sexual harassment, young people aged 18–29 (8%) were the age group most likely to experience technology-based harassment, while those aged 40–49 (4%) and 50–64 (3%) were comparatively less likely.

Figure 16: Types of workplace sexual harassment (by gender)



Base: All respondents in the workplace (n=7,813); Men (n=3,932), Women (n=3,844).

(b) Frequency of workplace sexual harassment

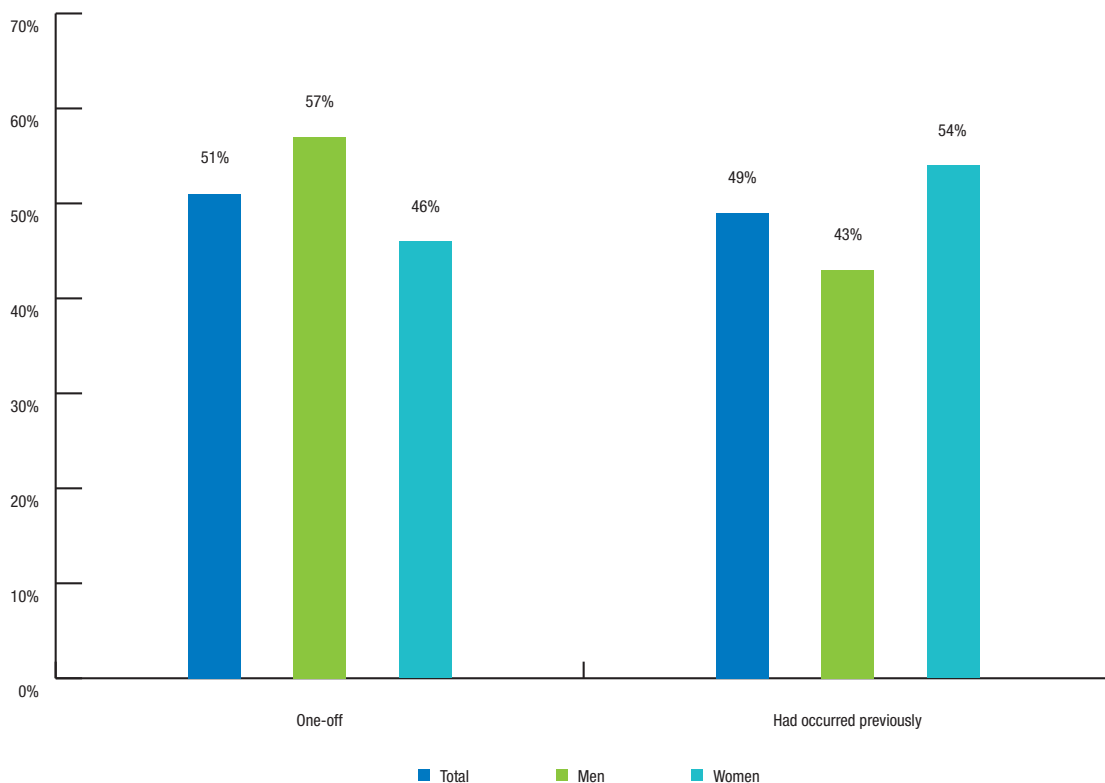
Around half of people who were sexually harassed in the workplace in the past five years have experienced the same or similar behaviour on more than one occasion.

In addition to reporting multiple separate incidents of sexual harassment in the workplace in the past five years, a large number of people have experienced repeated instances of the same type of sexual harassment within the same workplace in the past five years.

Overall, 51% of people who have been sexually harassed at work in the past five years described this as a one-off incident and 49% say it has occurred previously.

Women (54%) were more likely than men (43%) to say that the sexual harassment they experienced most recently had happened to them previously in the same workplace.

Figure 17: Frequency of workplace sexual harassment (by gender)

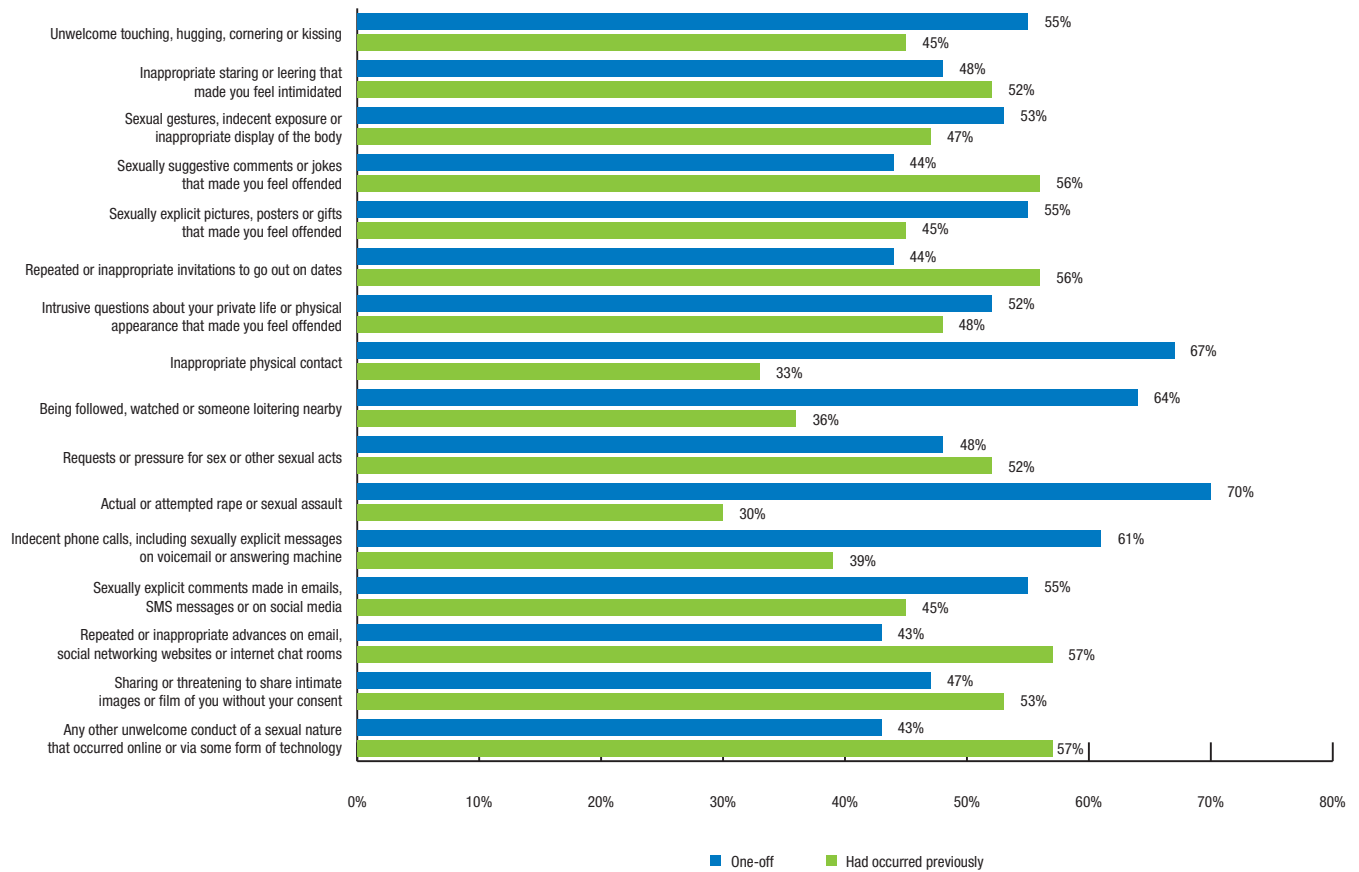


Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); Men (n=1,042); Women (n=1,522).

While some workplace sexual harassment behaviours were most likely to be experienced as a one-off, others were more likely to occur repeatedly.

Women were more likely to experience offensive, sexually suggestive comments or jokes on more than one occasion in the workplace, with more than half of women (61%) who experienced this behaviour saying it had occurred previously. This was also the case for repeated or inappropriate invitations to go out on dates, with 60% of women who experienced this behaviour in the workplace saying it had occurred previously.

Figure 18: Sexual harassment behaviours (one-off vs occurred previously)



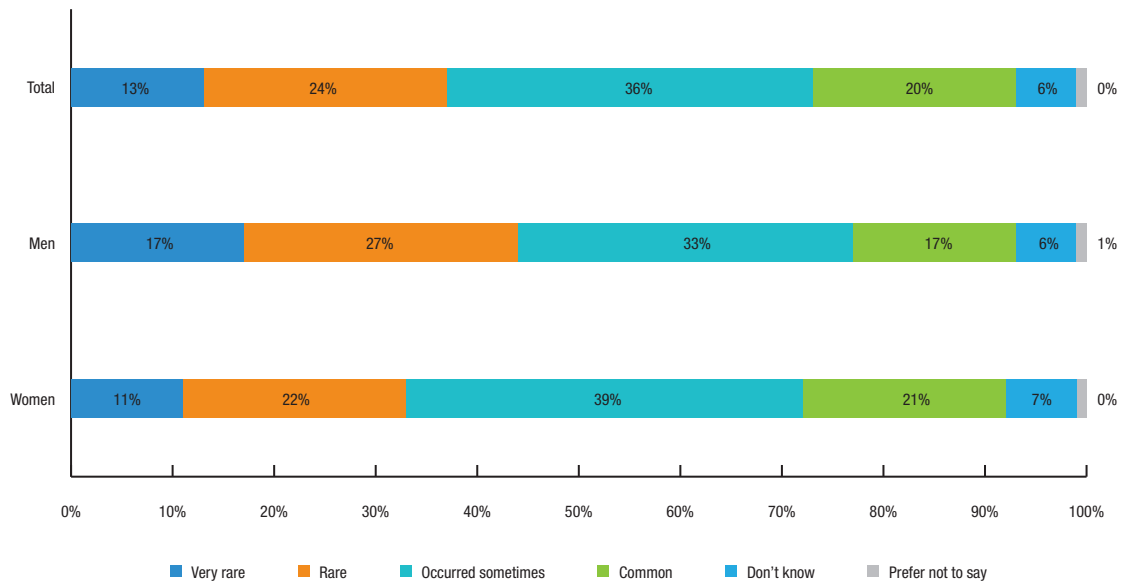
Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); one-off incident (n=1,315); had happened previously (n=1,270).

More than half of people who have been sexually harassed in the workplace consider this type of behaviour to be something that occurs sometimes or was common within their workplace.

Overall, one in five people (20%) who were sexually harassed at work reported that this type of behaviour was common in their workplace at the time and almost one in four (36%) said that it occurred sometimes.

- Women were more likely than men to say this type of behaviour was common (21% and 17% respectively), and
- Men were more likely than women to say this type of behaviour was rare (27% and 22% respectively) or very rare (17% and 11% respectively).

Figure 19: Respondents' assessment of how commonly sexual harassment occurred in workplace (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); Men (n=1,042); women (n=1,522).

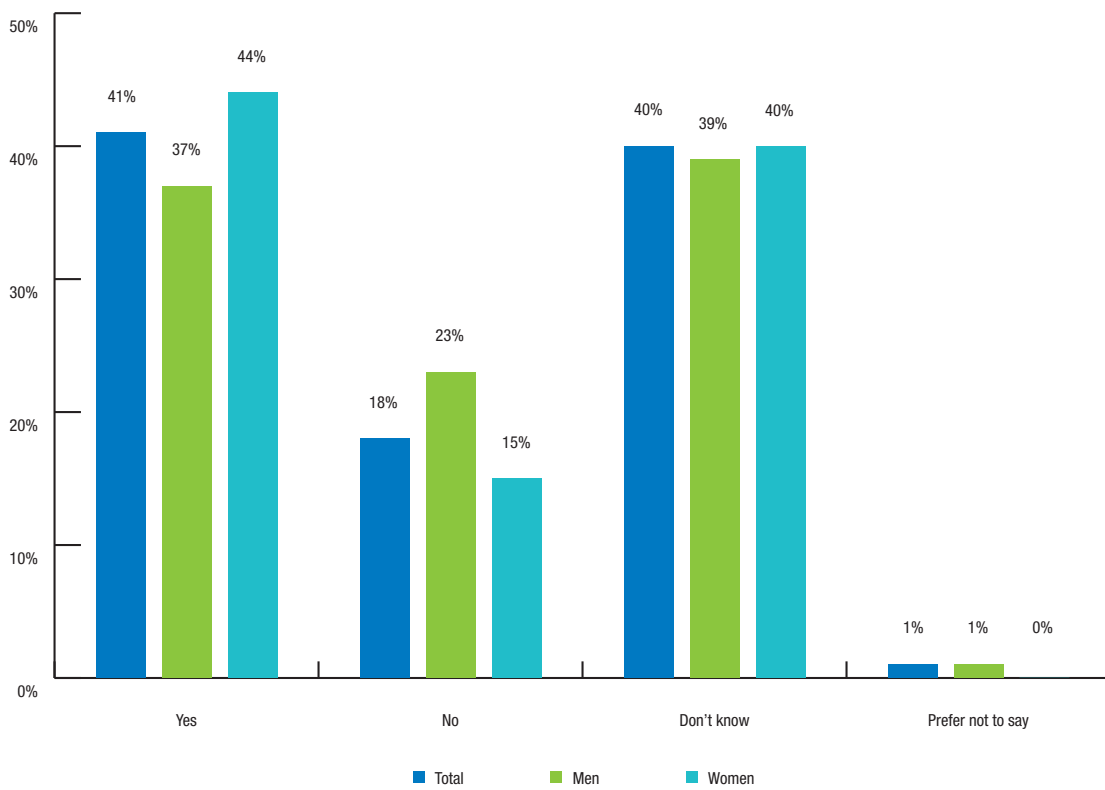
A high proportion of people who have been sexually harassed in the workplace in the past five years are aware of someone else in their workplace who has also been sexually harassed in the same way.

Two in five people (41%) said that they were aware that others in their workplace had experienced the same form of sexual harassment as them.

- 18% were not aware of anyone else in the workplace who had been sexually harassed in the same way.
- 40% said they did not know whether anyone else in their workplace had experienced the same form of sexual harassment as them.

Women were more likely than men (44% and 37% respectively) to say that this form of sexual harassment had happened to others in the workplace, while men were more likely to say that it had not (23% and 15% respectively).

Figure 20: Whether others in workplace experienced same form of sexual harassment (by gender of victim)



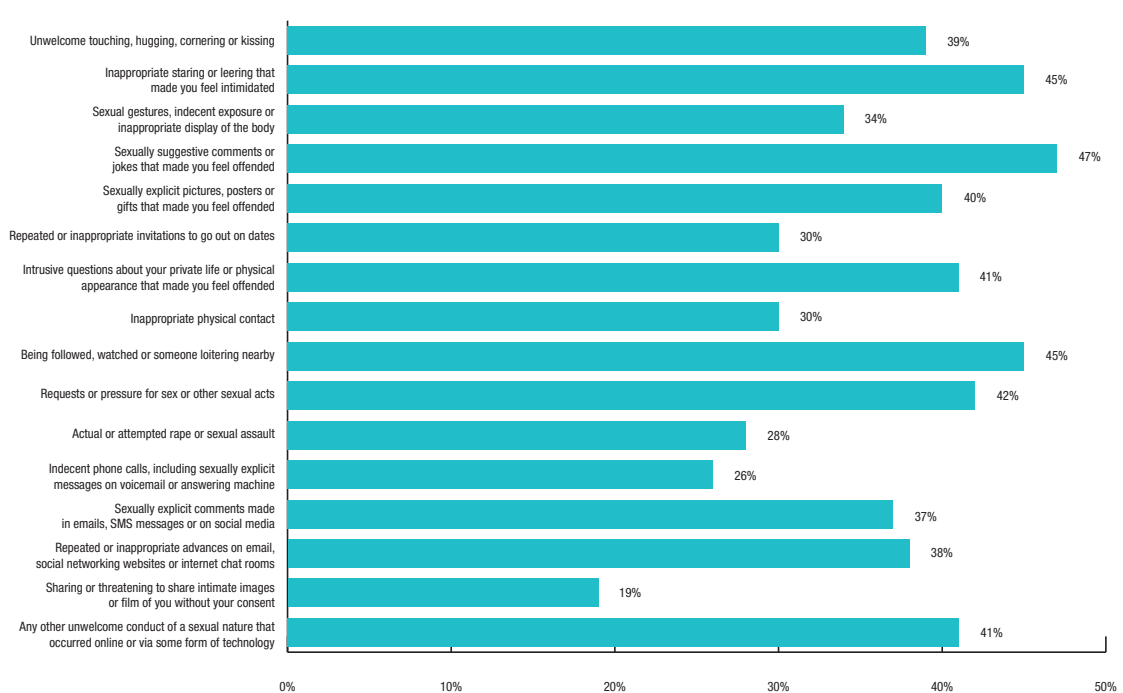
Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); Men (n=1,042); Women (n=1,522).

Offensive sexually suggestive comments or jokes were the type of sexual harassment most likely to have been experienced by another person in the same workplace in the past five years.

The types of sexual harassment most likely to have also been experienced by others in the workplace where the most recent incident occurred were:

- offensive, sexually suggestive comments or jokes (47%)
- inappropriate staring or leering (45%)
- being followed, watched or loitering (45%).

Figure 21: Whether others in workplace experienced same form of sexual harassment (by type of harassment)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); unwelcome touching (n=305); inappropriate staring or leering (n=283); sexual gestures or indecent exposure (n=73); sexually suggestive comments or jokes (n=794); sexually explicit pictures or gifts (n=78); repeated or inappropriate invitations (n=93); intrusive questions (n=462); inappropriate physical contact (n=215); being followed or watched (n=77); request or pressure for sex (n=34); actual or attempted sexual assault (n=10); indecent phone calls (n=39); sexually explicit emails or texts (n=60); repeated invitations on email or social networking (n=30); sharing of intimate images (n=11); other (n=21).

Where others in the same workplace had experienced the same type of sexual harassment, this was most often perpetrated by the same person.

This was the case for 62% of people sexually harassed by a **single perpetrator** who were aware of others in the same workplace being sexually harassed in the same way, and for 64% of people sexually harassed by **more than one perpetrator**.

(c) Duration of workplace sexual harassment

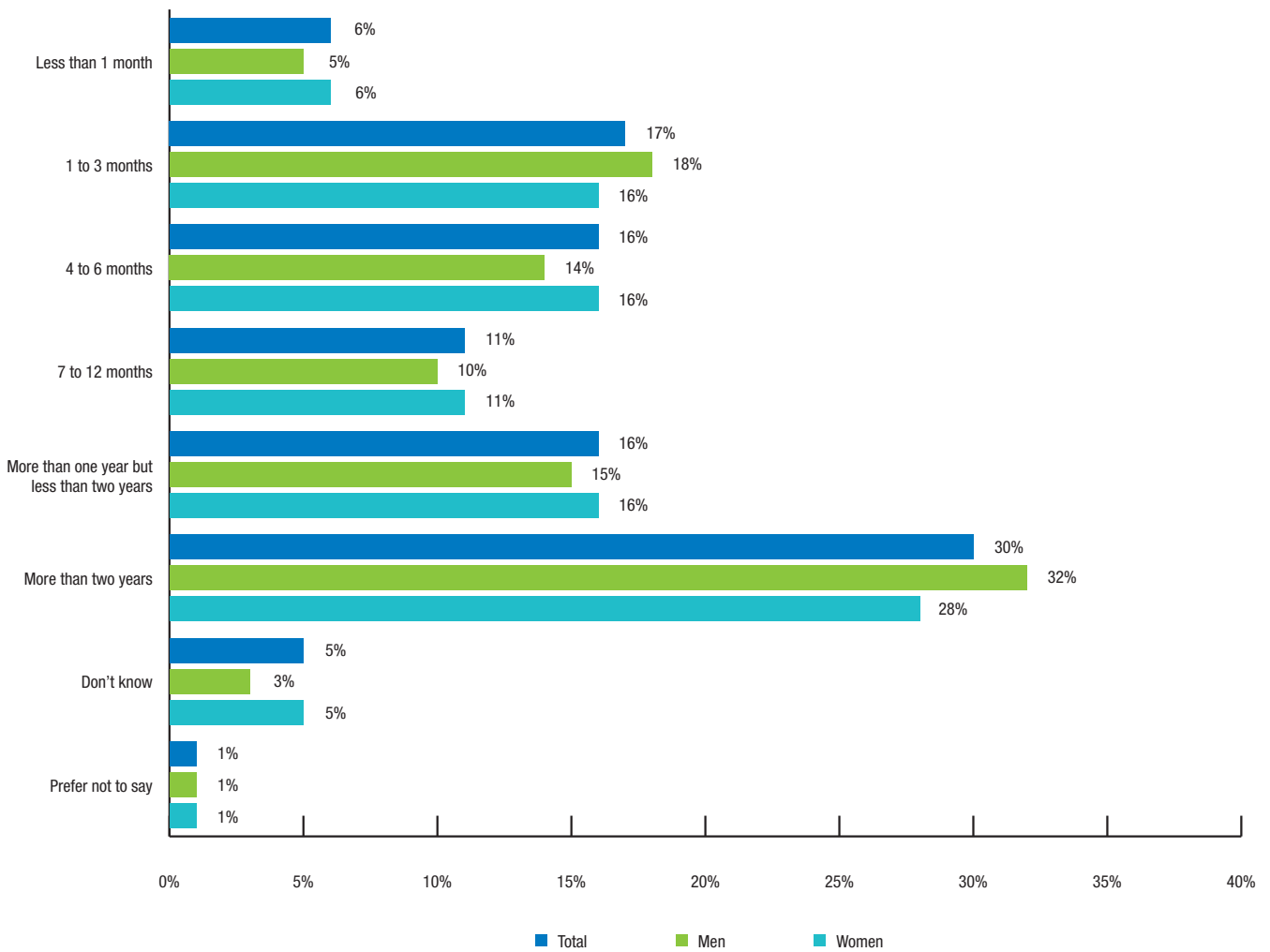
Workplace sexual harassment experienced in the past five years often took place over an extended period of time.

For more than half of people (56%) who experienced repeated sexual harassment in the workplace, the harassment had been ongoing for more than six months.

Just under half of people who experienced repeated sexual harassment in the workplace in the past five years (45%) said that the sexual harassment had been going on for 12 months or longer.

For nearly one in three people (30%), the harassment had been ongoing for more than two years.

Figure 22: Duration of workplace sexual harassment (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years and their harassment was ongoing (n=1,270); Men (n=442); Women (n=816).

(d) Location of workplace sexual harassment

Workplace sexual harassment was most likely occur at an individual’s workstation/where they work.

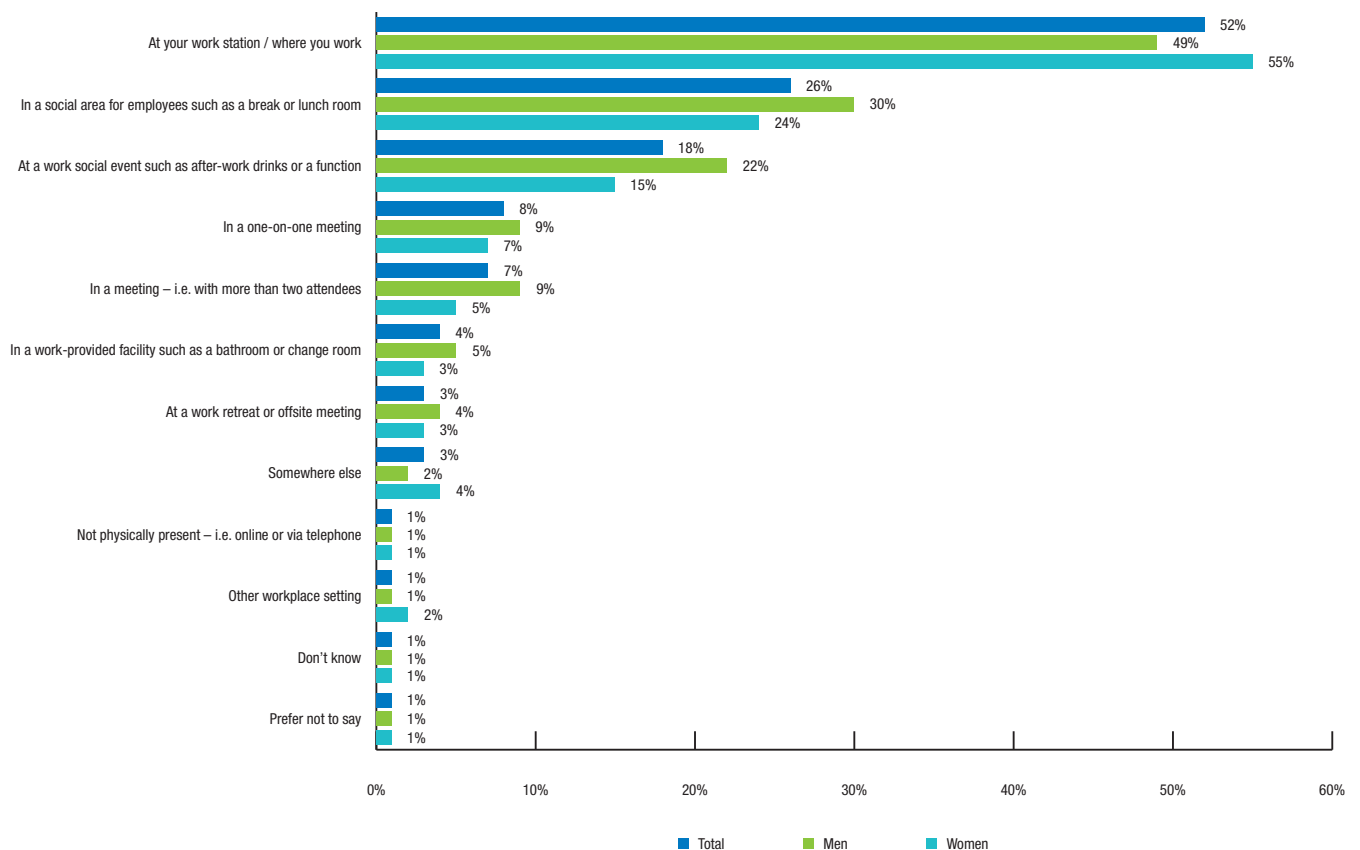
Around half of workplace sexual harassment that occurred in the past five years took place at the individual’s work station or where they work (52%). Women (55%) were more likely than men (49%) to experience sexual harassment at their work station or where they work.

The next most common locations in which workplace sexual harassment occurred were:

- in a social area for employees (26%), and
- at a work social event (18%).

Men were more likely than women to have been sexually harassed in a social area (30% and 24% respectively) and at a work social event (22% and 15% respectively).

Figure 23: Location of most recent incident of sexual harassment, (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); Men (n=1,042); Women (n=1,522).

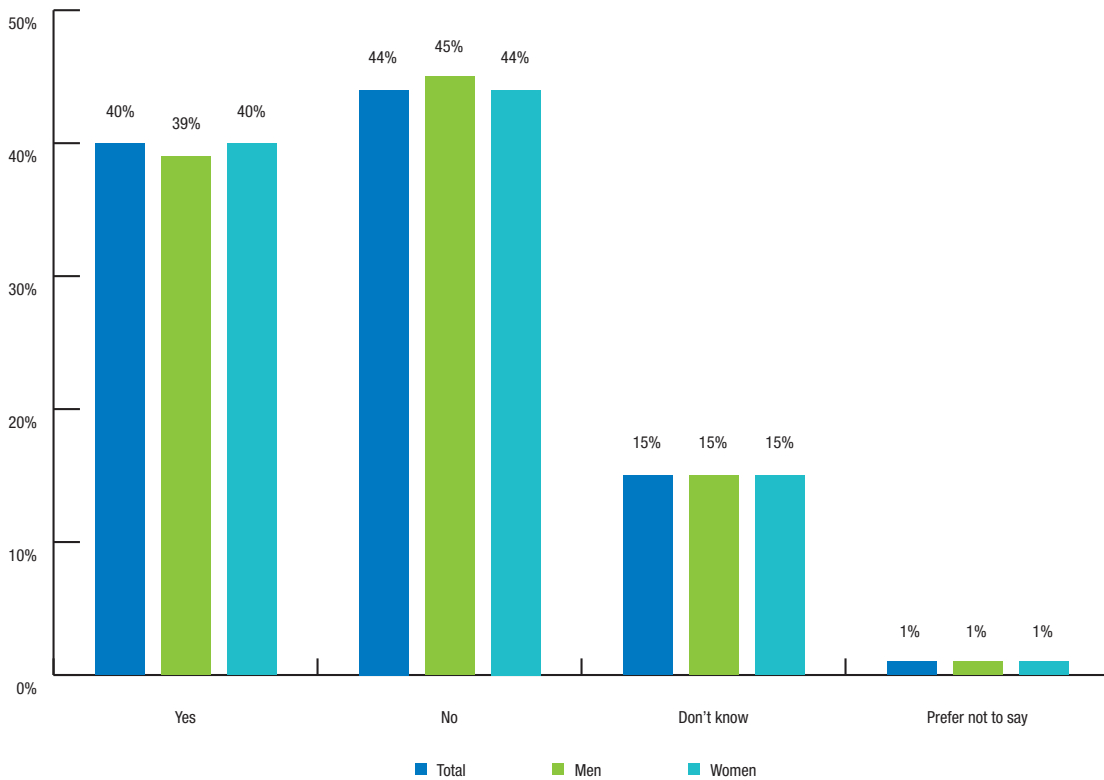
(e) Witnesses to the most recent incident of workplace sexual harassment

Around two in five instances of workplace sexual harassment in the past five years were witnessed by someone else.

Survey respondents who had been sexually harassed in the workplace in the last five years were asked whether anybody else had witnessed their most recent incident of workplace sexual harassment.

40% of people said the most recent incident had been witnessed by at least one other person, while 44% said the incident had not been witnessed by others. A further 15% were unsure about whether anyone had witnessed the incident.

Figure 24: Whether the most recent incident of workplace sexual harassment was witnessed by others (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); Men (n=1,042); Women (n=1,522).

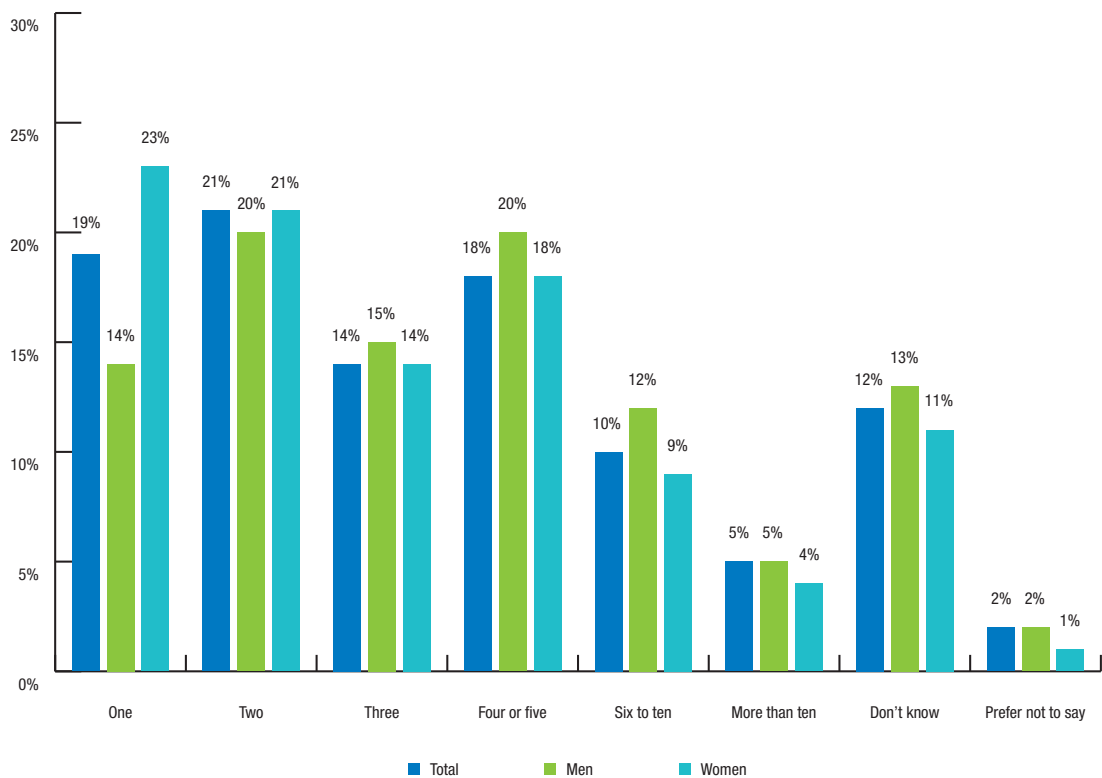
(i) Number of witnesses

A large proportion of workplace sexual harassment which took place in the past five years was witnessed by more than one person.

Respondents who said that the most recent incident of workplace sexual harassment had been witnessed by others were asked how many people had seen the sexual harassment occur.¹⁶

Overall, the most recent incident had been seen by a single witness in 19% of cases, and by more than one witness in 68% of cases. The average number of witnesses was 4.4.

Figure 25: Number of witnesses to most recent incident of workplace sexual harassment (by gender of victim)



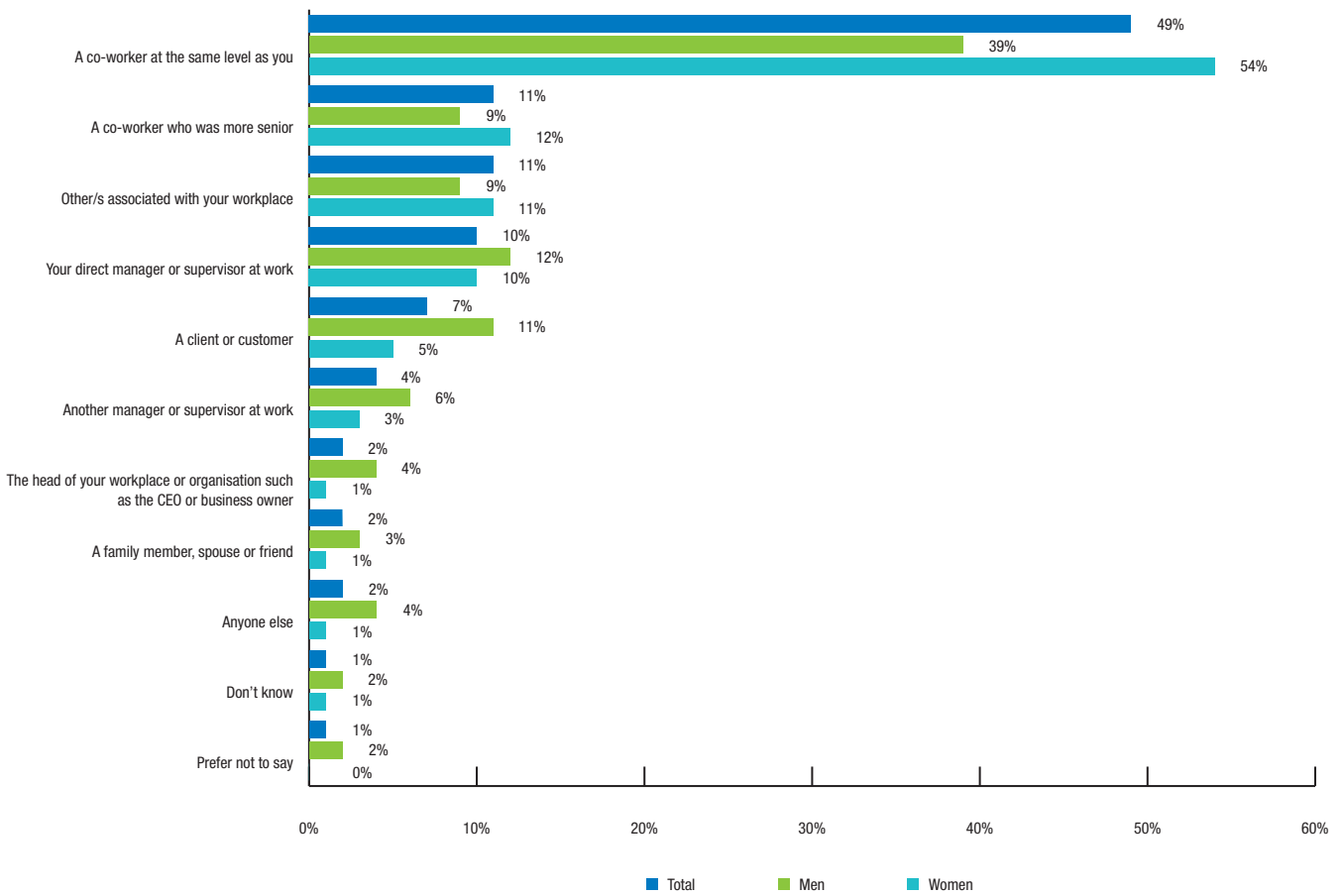
Base: Respondents who had been sexually harassed in the last 5 years and the most recent incident had been witnessed by others (n=1,029); Men (n=405); Women (n=614).

(ii) Relationship of witness to victim

Workplace sexual harassment was most often witnessed by a co-worker at the same level as the victim.

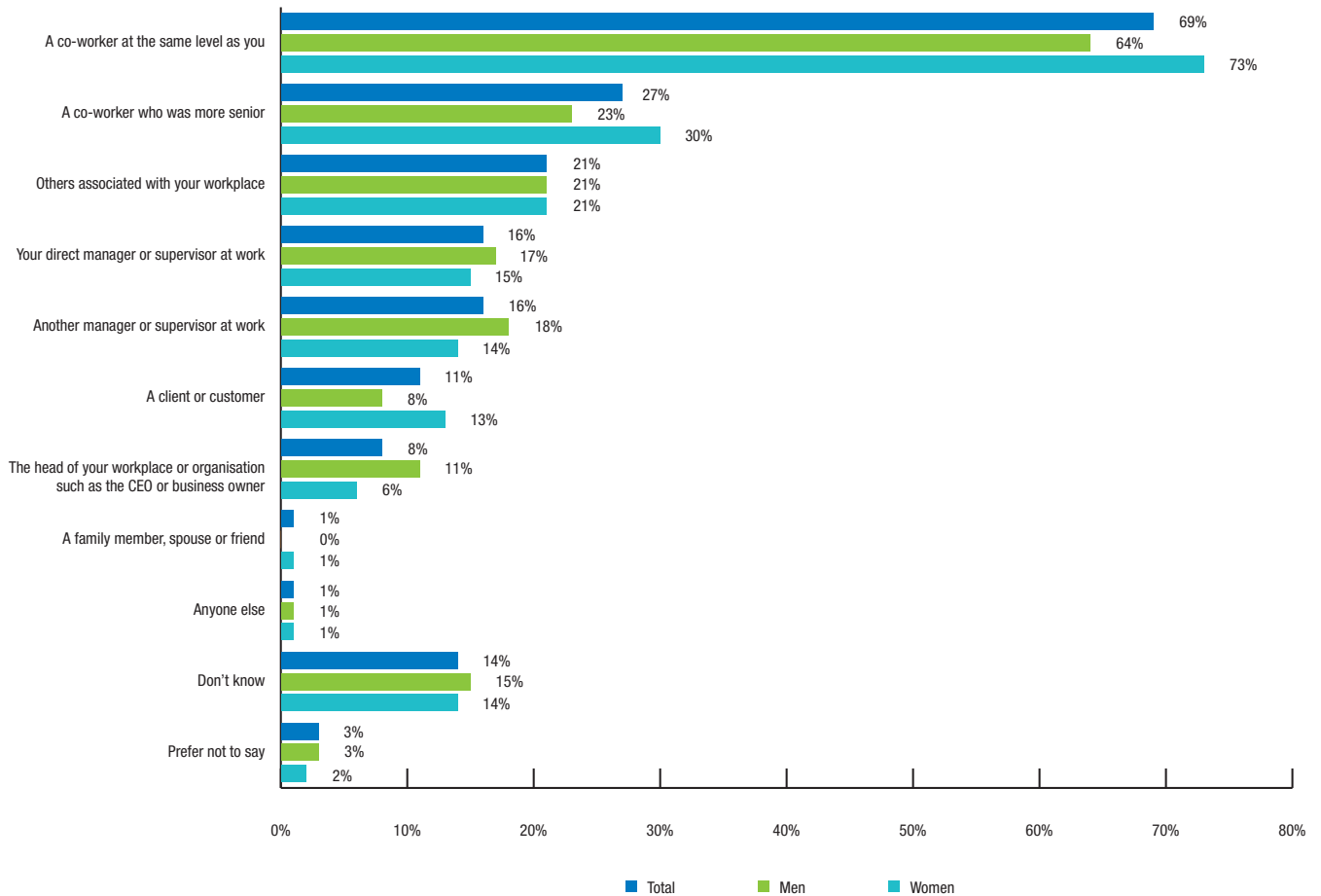
In almost half of incidents (49%) of workplace sexual harassment witnessed by one person, the witness was a co-worker at the same level. Similarly, where there were multiple witnesses to the sexual harassment, the group of witnesses included a coworker at the same level as the victim in more than two-thirds (69%) of cases.

Figure 26: Relationship of single witness to victim of workplace sexual harassment (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years with a single witness (n=196); Men (n=57); Women (n=138).

Figure 27: Relationship of multiple witnesses to victim of workplace sexual harassment (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years with multiple witnesses (n=833); Men (n=348); Women (n=476).

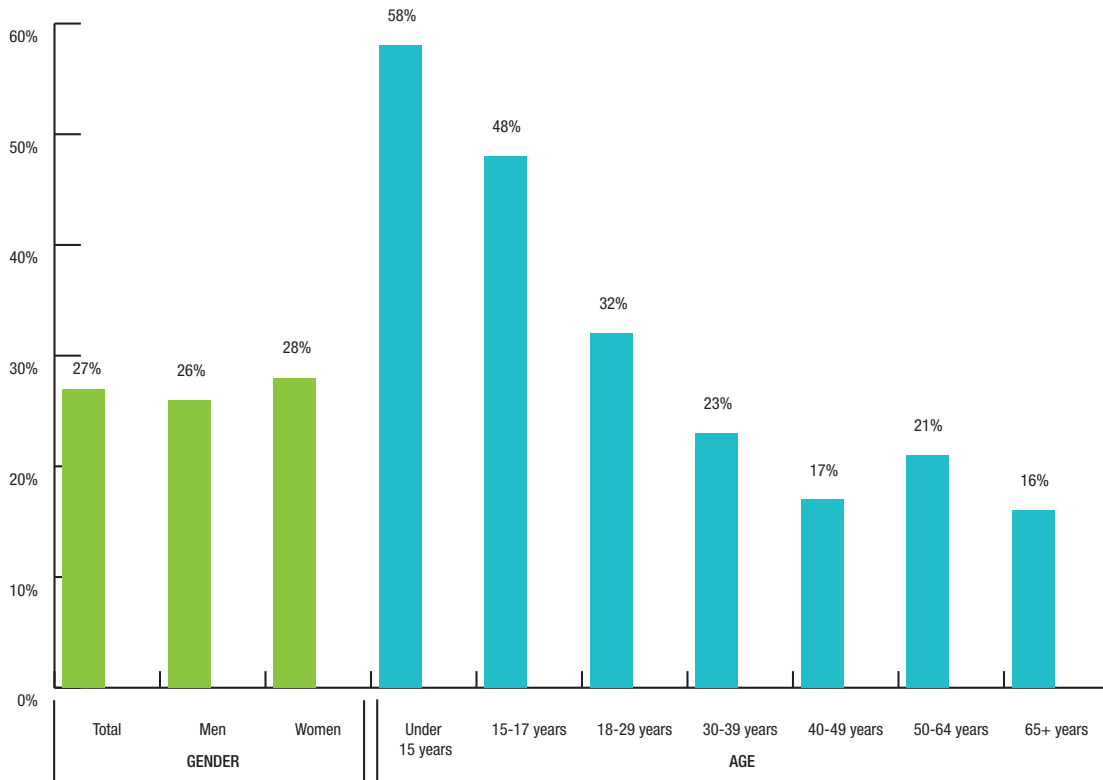
(iii) Response of witnesses to sexual harassment

The majority of people who witnessed workplace sexual harassment did not take action to intervene.

In more than two-thirds of instances, a witness did not attempt to intervene in workplace sexual harassment. A witness intervened in 27% of all incidents, with no significant difference between male and female victims in this regard.

Witnesses were more likely to intervene when the victim was young, as indicated in the figure below.

Figure 28: Witnesses who intervened in most recent incident of workplace sexual harassment (by age of victim)



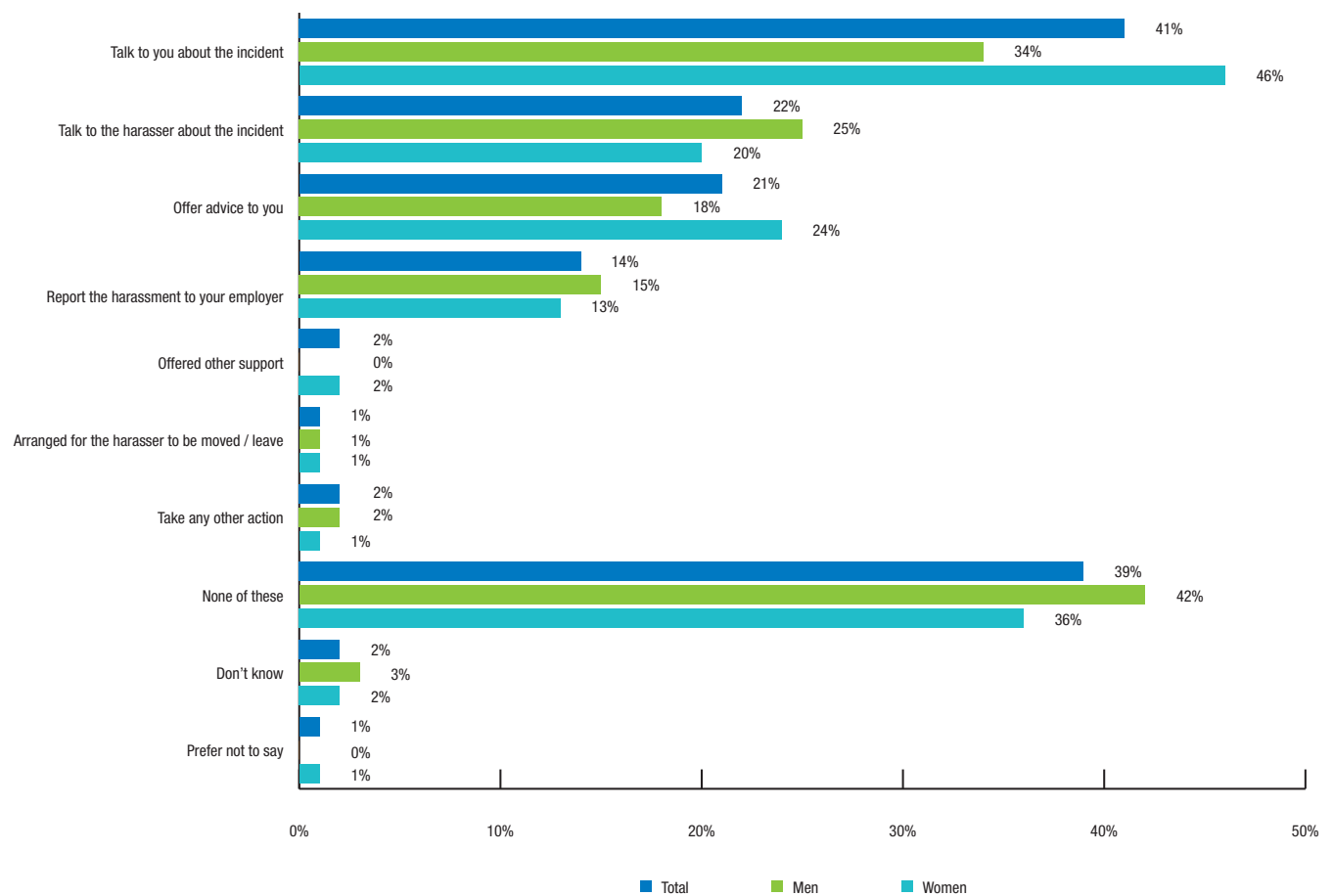
Base: Respondents who had been sexually harassed in the workplace in the last 5 years and harassment was witnessed (n=1,029); Men (n=405); Women (n=614); under 15 years (n=22); 15-17 years (n=36); 18-29 years (n=390); 30-39 years (n=226); 40-49 years (n=151); 50-64 years (n=141); 65+ years (n=25).

(iv) Action taken by witness

Where a witness to workplace sexual harassment did take action, the most common action taken, in two out of five cases (41%), was that the witness talked with the victim about the incident.

The next most common action taken by witnesses was to talk to the harasser about the incident (22%).

Figure 29: Action taken by witnesses (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years, harassment was witnessed (n=1,029); Men (n=405); Women (n=614).

(f) Impact of workplace sexual harassment

Those who had been sexually harassed in the workplace in the last five years were asked to indicate what the consequences of the most recent incident had been for them.¹⁷ While 41% of people said that there were no long-term consequences for them as a result of the harassment, the majority of victims of workplace sexual harassment did report some short and/or long-term negative consequences.

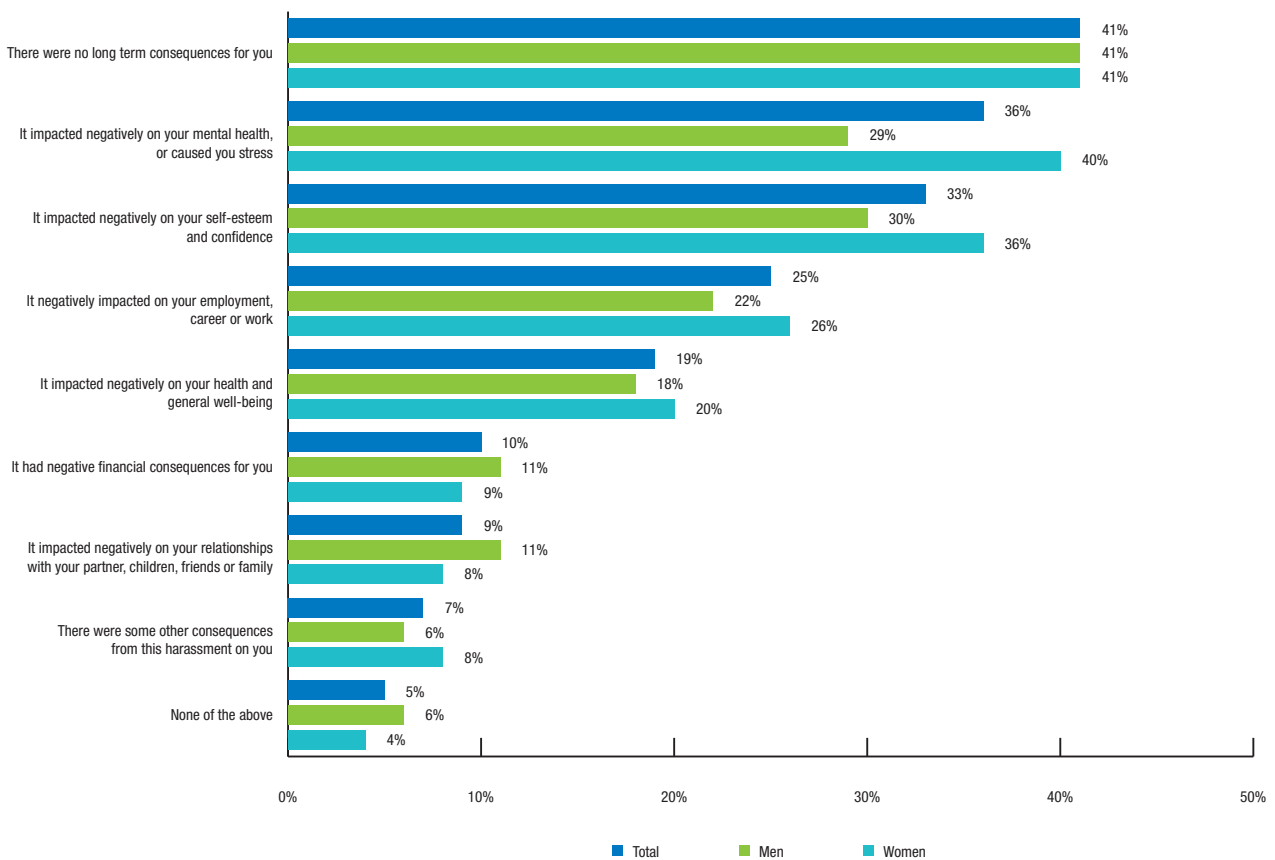
The negative consequences most commonly identified by people who experienced sexual harassment were:

- it impacted negatively on your mental health, or caused you stress (36%)
- it impacted negatively on your self-esteem and confidence (33%), and
- it negatively impacted on your employment, career or work (25%).

Substantially more women than men said the most recent incident of workplace sexual harassment had impacted negatively on their mental health or caused them stress (40% compared to 29%).

More women than men also said that the incident had impacted negatively on their self-esteem and confidence (36% compared to 30%).

Figure 30: Consequences of most recent incident of workplace sexual harassment (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); Men (n=1,042); Women (n=1,522).

(g) Degree of offence and intimidation experienced by victims

Overall, women reported higher levels of offence and intimidation as a result of workplace sexual harassment than men.

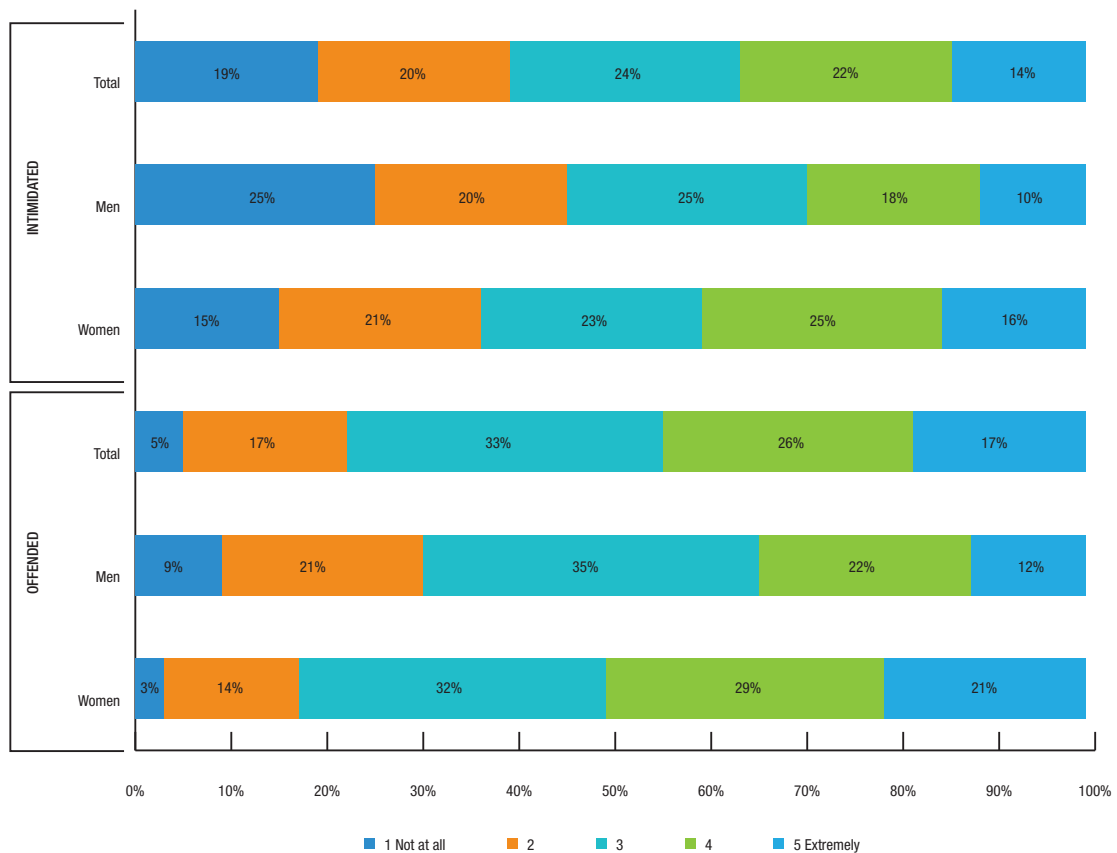
Those who had been sexually harassed in the workplace in the last five years were asked to rate how offended and how intimidated the most recent incident had made them feel on a scale from one to five, where one was ‘not at all’ and five was ‘extremely’.

The mean rating for the level of offence felt by people who experienced sexual harassment was 3.3 and for intimidation was 2.9.

In terms of the **level of offence** that individuals felt about their most recent incident of workplace sexual harassment, the mean rating for the level of offence felt by women was 3.5, compared with 3.1 for men.

The same pattern emerged in relation to the **level of intimidation** that individuals felt about their most recent incident of workplace sexual harassment, with the mean rating for level of intimidation being 3.1 for women, compared with 2.7 for men.

Figure 31: Degree to which victim felt offended or intimidated (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); Men (n=1,042); Women (n=1,522).

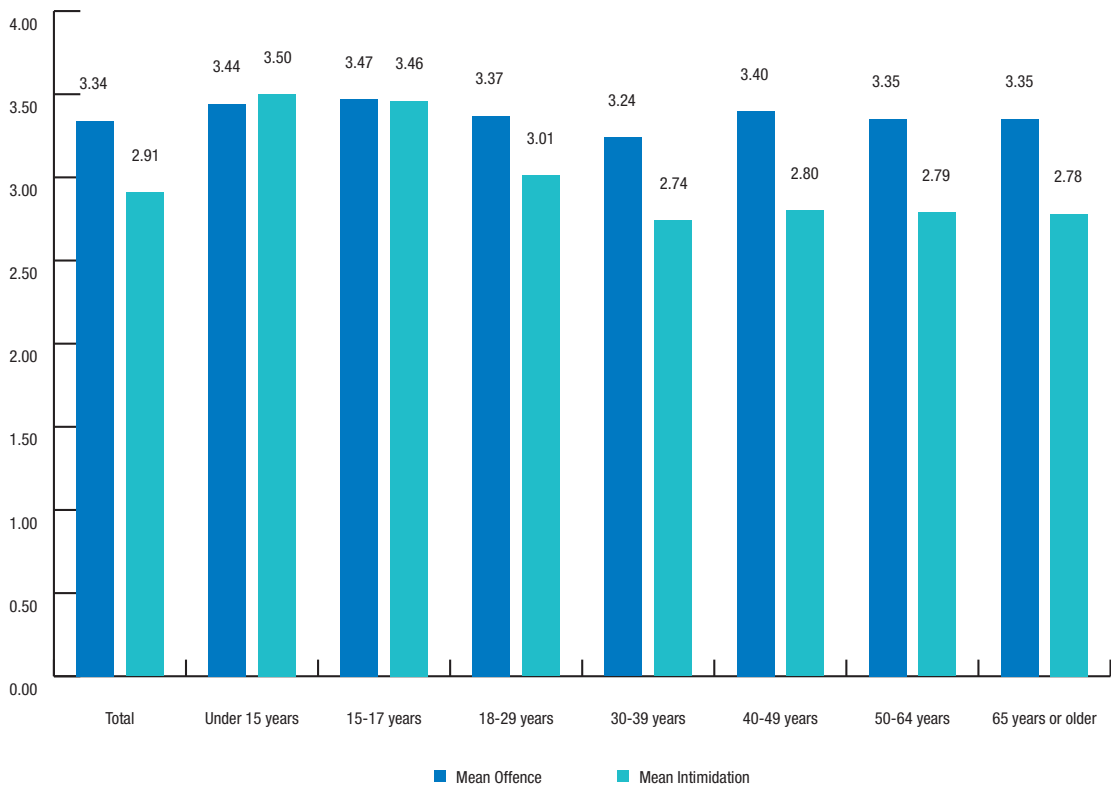
The level of intimidation felt about workplace sexual harassment was greater among younger workers than older workers.

The age of the individual at the time of the most recent incident had no real impact on the level of **offence** they experienced.

However, the mean level of **intimidation** experienced by individuals who were sexually harassed declined proportionately with age until around age 30, with younger people identifying higher levels of intimidation than those older than them. The rating selected for intimidation level ranged from a mean of:

- 3.5 for people who were under 18 years at the time of the incident
- 2.7 for those aged 30 to 39, and
- 2.8 for those aged 40 or older.

Figure 32: Degree of intimidation and offence (by age)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585).

Chapter 4: Workplaces where sexual harassment occurs

Chapter 4 examines the characteristics of workplaces where sexual harassment occurs, including information about the size, gender balance and industry of the workplace.

4.1 Industry

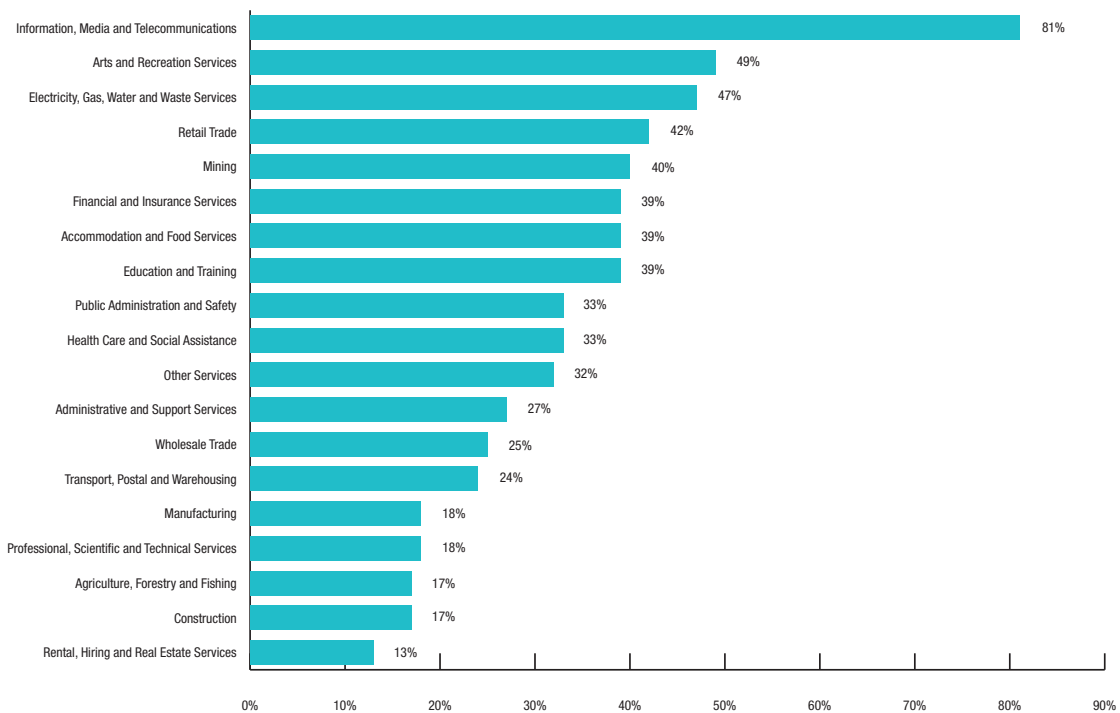
(a) Prevalence of sexual harassment across industry groups

The prevalence of workplace sexual harassment in the past five years varied across industries.¹⁸

Workplace sexual harassment was notably higher than the national prevalence rate (33%) in the following industries:

- information, media and telecommunications (81% of employees in this industry in the last five years)
- arts and recreation services (49%)
- electricity, gas, water and waste services (47%)
- retail trade (42%)
- mining (40%)
- financial and insurance services (39%)
- accommodation and food services (39%), and
- education and training (39%).

Figure 33: Prevalence of workplace sexual harassment by industry



Base: In the workplace at sometime in the last 5 years (n=7,813); Harassed in the workplace at some time in last 5 years (n=2,585); Industry worked in at time of most recent workplace harassment: Accommodation and Food Services (n=225); Administrative and Support Services (n=73); Arts and Recreation Services (n=77); Construction (n=121); Education and Training (n=246); Electricity, Gas, Water and Waste Services (n=45); Financial and Insurance Services (n=108); Health Care and Social Assistance (n=347); Information, Media and Telecommunications (n=1,201); Manufacturing (n=104); Mining (n=57); Other Services (n=97); Professional, Scientific and Technical Services (n=120); Public Administration and Safety (n=166); Rental, Hiring and Real Estate Services (n=18); Retail Trade (n=339); Transport, Postal and Warehousing (n=92); Wholesale Trade (n=56); Agriculture, Forestry and Fishing (n=35).

When compared by gender, distinct differences emerge. Women were clearly more likely than men to have been sexually harassed in the mining industry, with an estimated 74% of women in this industry having experienced workplace sexual harassment in the past five years, compared with 32% of men.

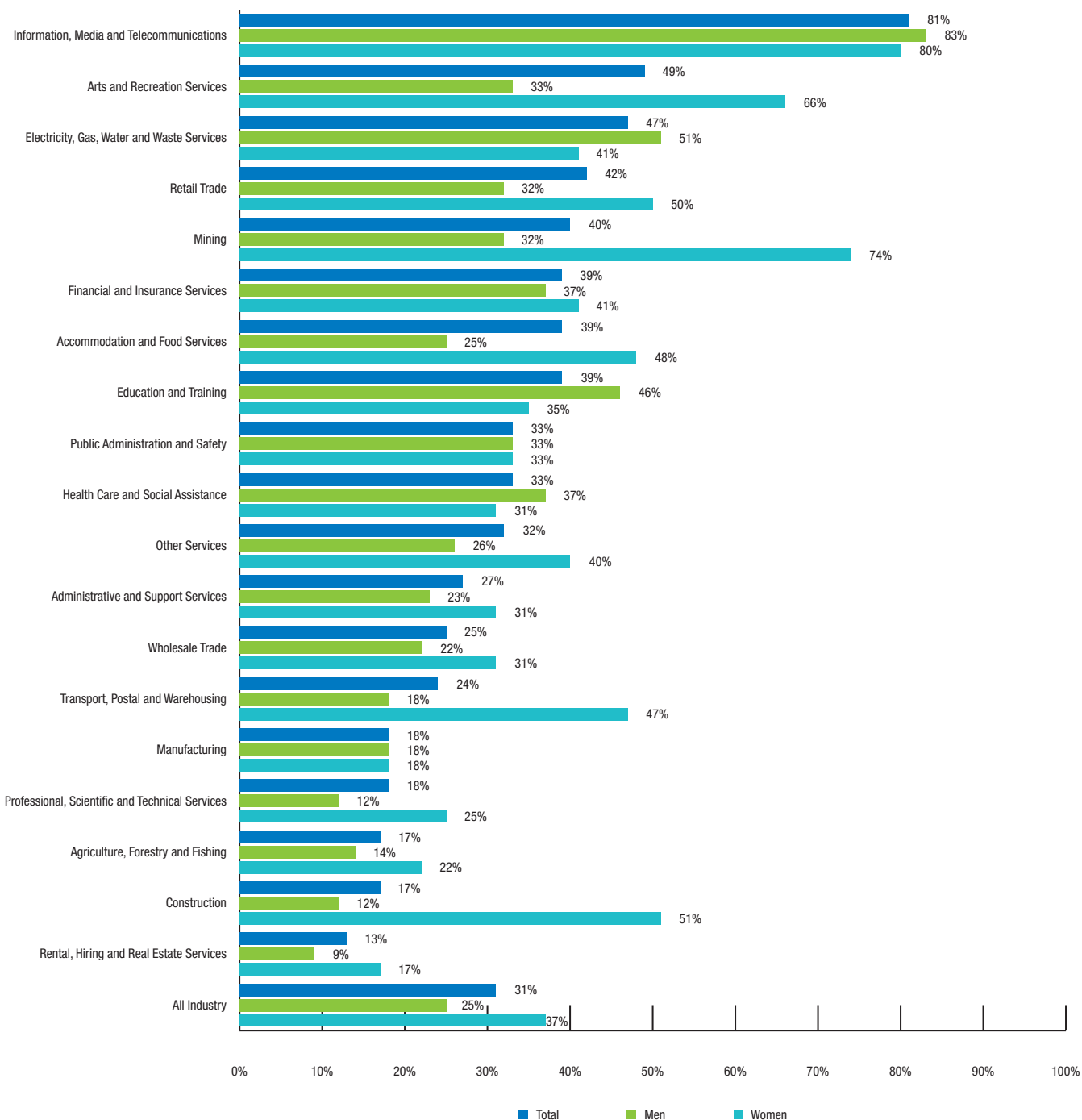
This was also the case for:

- arts and recreation services (an estimated 66% of women compared with 33% of men)
- construction (an estimated 51% of women compared with 12% of men), and
- transport, postal and warehousing (an estimated 47% of women compared with 18% of men).

There are also some industries where men were more likely to experience higher rates of sexual harassment than women:

- electricity, gas, water and waste services (an estimated 51% of men compared with 41% of women)
- education and training (an estimated 46% of men compared with 35% of women), and
- health care and social assistance (an estimated 37% of men compared with 31% of women).

Figure 34: Prevalence of workplace sexual harassment by industry (by gender)



Base: In the workplace at sometime in the last 5 years (n=7,813); Harassed in the workplace at some time in last 5 years (n=2,585); Industry worked in at time of most recent workplace harassment: Accommodation and Food Services (n=225); Administrative and Support Services (n=73); Arts and Recreation Services (n=77); Construction (n=121); Education and Training (n=246); Electricity, Gas, Water and Waste Services (n=45); Financial and Insurance Services (n=108); Health Care and Social Assistance (n=347); Information, Media and Telecommunications (n=1201); Manufacturing (n=104); Mining (n=57); Other Services (n=97); Professional, Scientific and Technical Services (n=120); Public Administration and Safety (n=166); Rental, Hiring and Real Estate Services (n=18); Retail Trade (n=339); Transport, Postal and Warehousing (n=92); Wholesale Trade (n=56); Agriculture, Forestry and Fishing (n=35).

The majority of workplace sexual harassment in the past five years occurred within four key industry groups.

Close to half of all sexual harassment perpetrated in the workplace in the past five years occurred within four industry groups: health care and social assistance, retail trade, education and training and accommodation and food services.

However, when compared with Australian labour force statistics, these were also the industries which make up the greatest proportion of the Australian workforce. As these industries have the largest number of employees, it is therefore expected that people working in these industries would make up the greatest proportion of victims of sexual harassment.¹⁹

Industry	Proportion of victims of sexual harassment	Proportion of the Australian workforce ²⁰
Health care and social assistance	13%	13%
Retail trade	13%	10%
Education and training	10%	8%
Accommodation and food services	9%	7%
Public administration and safety	6%	6%
Construction	5%	9%
Information, media and telecommunications	5%	2%
Professional, scientific and technical services	5%	8%
Financial and insurance services	4%	4%
Manufacturing	4%	8%
Other Services	4%	4%
Transport, postal and warehousing	4%	5%
Administrative and support services	3%	3%
Arts and Recreational Services	3%	2%
Electricity, gas, water and waste services	2%	1%
Mining	2%	2%
Wholesale Trade	2%	3%
Agriculture, forestry and fishing	1%	3%
Rental, Hiring and Real Estate	1%	2%

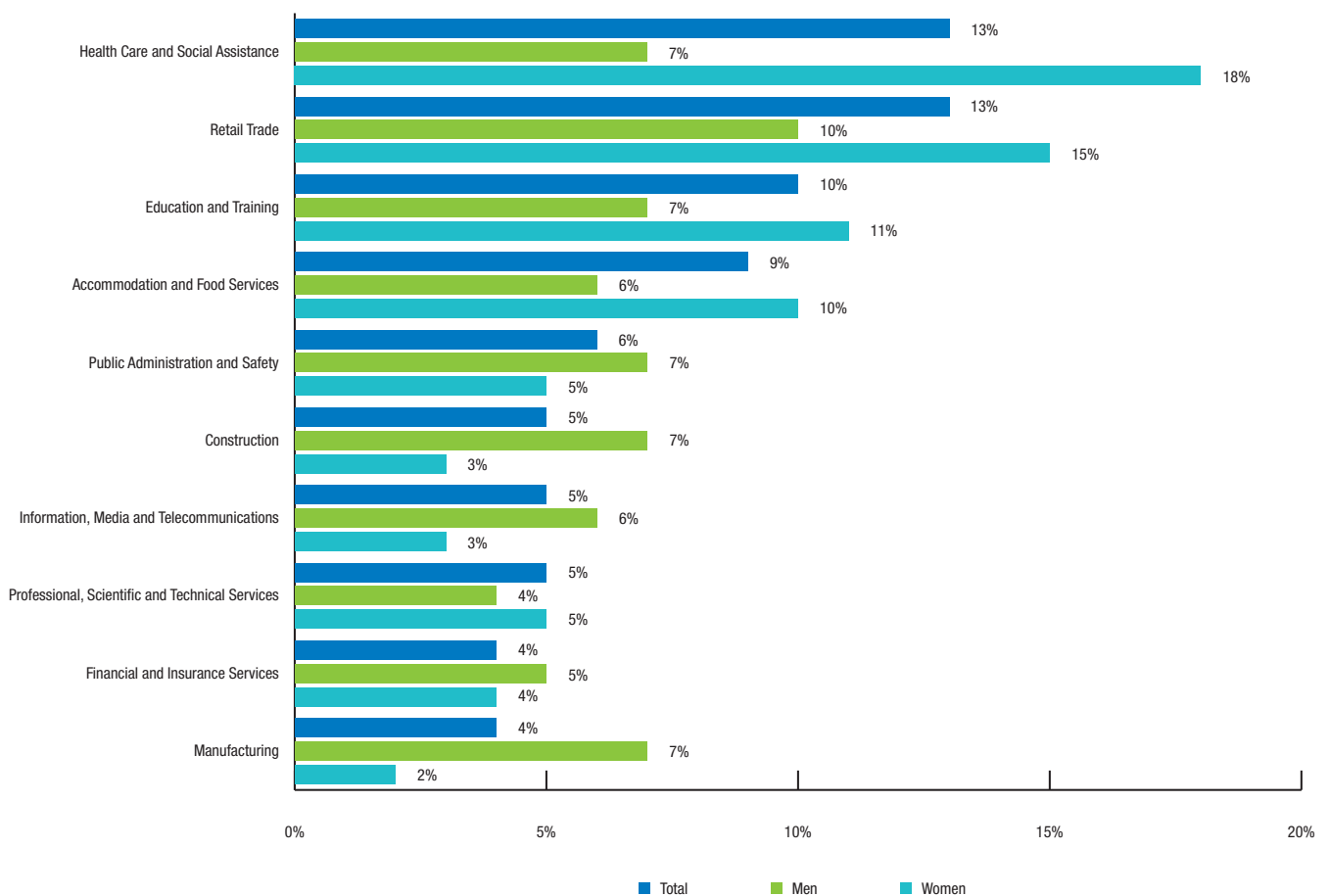
Base: Harassed in the workplace at some time in last 5 years (n=2,585); Industry worked in at time of most recent workplace harassment: Accommodation and Food Services (n=225); Administrative and Support Services (n=73); Arts and Recreation Services (n=77); Construction (n=121); Education and Training (n=246); Electricity, Gas, Water and Waste Services (n=45); Financial and Insurance Services (n=108); Health Care and Social Assistance (n=347); Information, Media and Telecommunications (n=120); Manufacturing (n=104); Mining (n=57); Other Services (n=97); Professional, Scientific and Technical Services (n=120); Public Administration and Safety (n=166); Rental, Hiring and Real Estate Services (n=18); Retail Trade (n=339); Transport, Postal and Warehousing (n=92); Wholesale Trade (n=56); Agriculture, Forestry and Fishing (n=35).

There are some industries where sexual harassment was found to be disproportionately high.

Information, media and telecommunications accounts for just 2% of the Australian workforce as a whole. However, 5% of victims of workplace sexual harassment were employed in this industry at the time they were harassed. This aligns with the findings in relation to prevalence of sexual harassment in this industry overall, which identified very high rates of sexual harassment (81% of employees).

Similarly, employees from health care and social assistance, retail trade, education and training and accommodation and food services were overrepresented as victims of workplace sexual harassment.

Figure 35: Industry of employment at time of most recent incident (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); Men (n=1,042); Women (n=1,522).

(b) Perpetrators of sexual harassment

In 79% of instances of workplace sexual harassment in the past five years, one or more of the perpetrators were male. In some industries, the proportion of male perpetrators was higher:

- arts and recreation services (90%)
- accommodation and food services (85%)
- retail trade (84%)
- mining (83%)
- health care and social assistance (83%), and
- construction (81%).

Most people (64%) who experienced workplace sexual harassment were sexually harassed by one person. However, in some industries, which tended to be male-dominated, the likelihood of being sexually harassed by more than one person was higher.

Overall, the mean number of perpetrators of sexual harassment was 1.7, however in the mining industry it was 3.0, in manufacturing it was 2.6 and in construction it was 2.1.

The relationship between the harasser and victim also varied slightly across industries.

- 30% of those who experienced workplace sexual harassment in retail trade and accommodation and food services respectively reported that the perpetrator was a client or customer, compared with 18% of people who were sexually harassed in the workplace overall. It is important to note that there are some industries (such as retail and accommodation and food services) where employees are more likely to interact with external clients and customers than others.
- 48% of those who experienced sexual harassment in the mining industry and 41% of those who experienced sexual harassment in information, media and telecommunications reported that the perpetrator was a co-worker at the same level as them, compared with 30% of people who were sexually harassed in the workplace overall.

(c) Where sexual harassment occurred

The location where sexual harassment occurred varies according to industry.

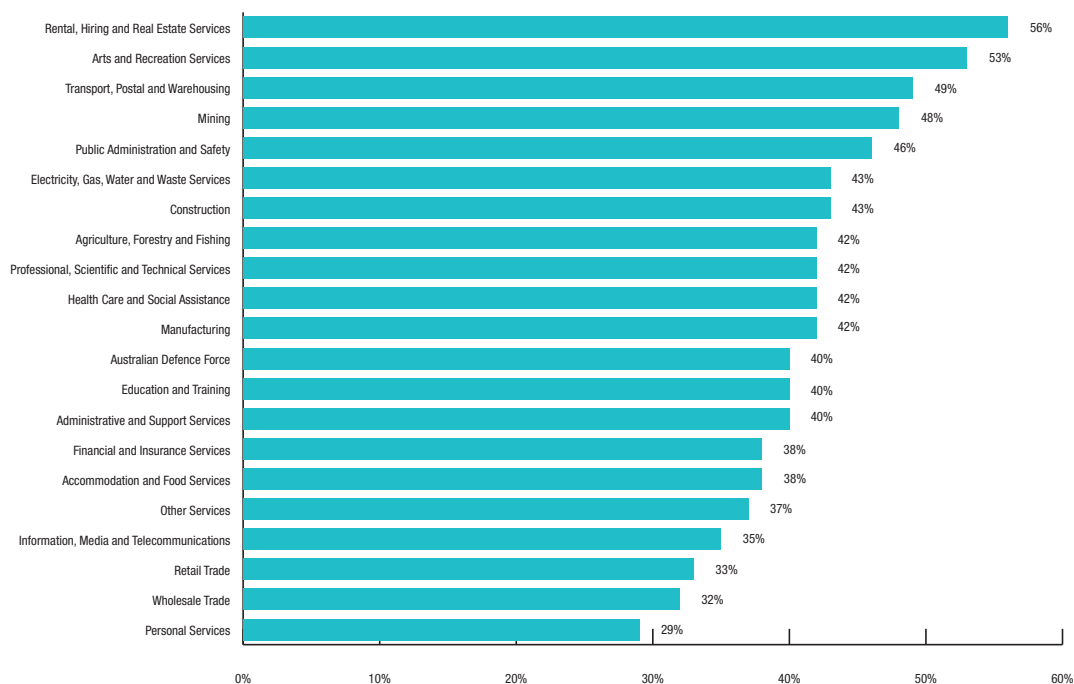
- Over half (53%) of all sexual harassment occurred at a work station or where the person harassed does their work. However, 70% of harassment in both the retail trade and accommodation and food services industries occurred in this location.
- One quarter (26%) of all workplace sexual harassment occurred in a social area for employees such as a break or lunch room. However, this rises to close to half (48%) of all sexual harassment in the mining industry, two fifths (39%) in manufacturing and one third (35%) in education and training.
- Less than a fifth (18%) of all workplace sexual harassment occurred at a work social event, such as after-work drinks or a function. However, almost one third of harassment in the wholesale trade (30%), information, media and telecommunications (28%), financial and insurance services (32%) and professional, scientific and technical services (28%) industries took place in this location.

(d) Witnesses to sexual harassment

In total, 40% of all workplace sexual harassment was witnessed by someone else. A greater proportion of sexual harassment was witnessed by another person in the following industries:

- arts and recreation services (53%)
- transport, postal and warehousing (49%)
- mining (48%), and
- public administration and safety (46%).

Figure 36: Proportion of workplace sexual harassment that was witnessed (by industry)



Base: Harassment in the workplace (n=2,585); Accommodation and Food Services (n=225); Administrative and Support Services (n=73); Agriculture, Forestry and Fishing (n=35); Arts and Recreation Services (n=77); Australian Defence Force (n=21); Construction (n=121); Education and Training (n=246); Electricity, Gas, Water and Waste Services (n=45); Financial and Insurance Services (n=108); Health Care and Social Assistance (n=347); Information, Media and Telecommunications (n=120); Manufacturing (n=104); Mining (n=57); Other Services (n=69); Personal Services (n=28); Professional, Scientific and Technical Services (n=120); Public Administration and Safety (n=145); Rental, Hiring and Real Estate Services (n=18); Retail Trade (n=339); Transport, Postal and Warehousing (n=92); Wholesale Trade (n=56); Other (n=67); Hiring and Real Estate Services (n=18); Retail Trade (n=339); Transport, Postal and Warehousing (n=92); Wholesale Trade (n=56); Other (n=67).

(e) Reporting of sexual harassment

In total, 17% of people made a formal report or complaint about the most recent incident of workplace sexual harassment in the past five years and 81% did not report the incident.

People were **less likely** to make a formal report or complaint in the following industries:

- arts and recreation services (89% did not report)
- professional, scientific and technical services (87% did not report)
- information, media and telecommunications (86% did not report)
- administrative and support services (86% did not report).

People were comparatively **more likely** to make a formal report or complaint about sexual harassment in the wholesale trade industry (26%) and in mining (24%).

4.2 Organisation size

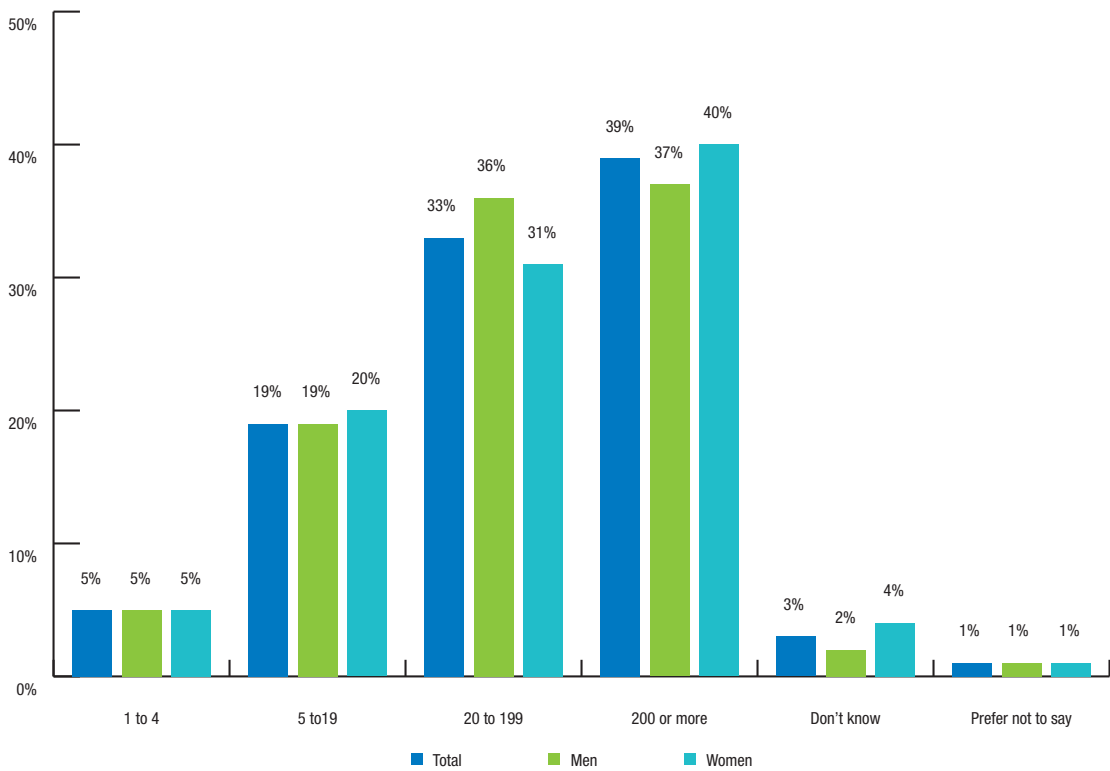
For nearly two out of five people who experienced workplace sexual harassment, the harassment occurred in a large organisation with 200 or more employees.

The results show that the most recent incident of workplace sexual harassment occurred in:

- organisations of 200 or more employees for 39% of people who were sexually harassed
- organisations of 20 to 199 employees for 33% of people who were sexually harassed, and
- organisations with 5 to 19 employees for 19% of people who were sexually harassed.

Only 5% of people who were sexually harassed said the sexual harassment had occurred in an organisation with four or fewer employees.

Figure 37: Size of organisation where most recent incident of workplace sexual harassment occurred (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); Men (n=1,042); Women (n=1,522).

4.3 Workplace gender balance

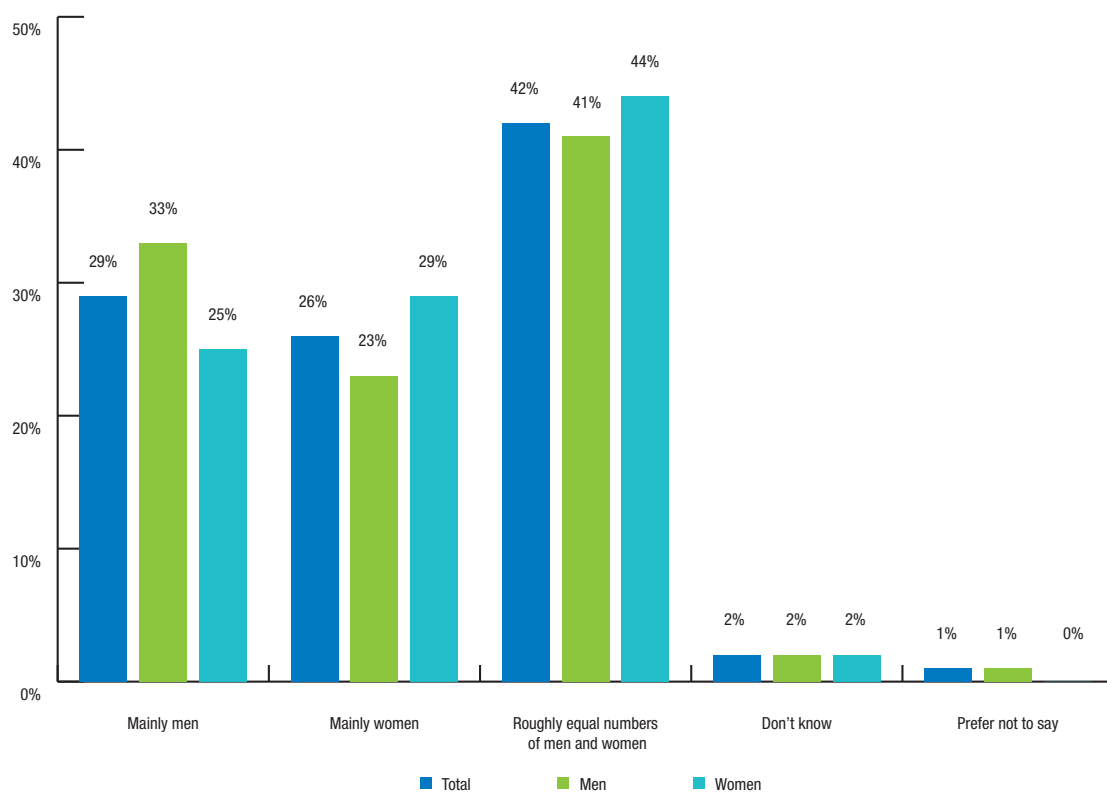
For more than two in five people (42%), workplace sexual harassment occurred in a workplace with an equal mix of male and female employees.

Women were more likely than men to say that the most recent incident took place in a workplace comprising mainly women (29% and 23% respectively).

By contrast, men were more likely than women to state that the most recent incident occurred in a workplace comprising mostly men (33% and 25% respectively).

However, given the level of gender segregation across industries in the Australian labour force,²¹ it is not surprising that women were more likely than males to be in a female dominated workplace and vice versa.

Figure 38: Gender balance at workplace where most recent incident of sexual harassment occurred (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); Men (n=1,042); Women (n=1,522).

Chapter 4: Endnotes

- 13 Australian Bureau of Statistics, Labour Force Australia 6291.0, March 2018.
- 14 It should be noted that the survey data related to employment and occupation status of the victims of workplace harassment relates to the time at which they most recently experienced that harassment. That could have been at any time in the previous five years. The ABS data, on the other hand relates to a specific point in time (March 2018).
- 15 Australian Bureau of Statistics 6291.0.55.003 Labour Force, Australia, Detailed, Quarterly, March 2018.
- 16 This question provided the opportunity to specify an exact number of witnesses, along with 'Don't know' and 'Prefer not to say' options.
- 17 This question offered a set of potential consequences (including 'no long term consequence'), plus an 'other-specify' option, as well as a 'none of the above' option. The question was multiple response, so the percentages reported will sum to more than 100%.
- 18 The survey asked all persons who had been in the workplace in the last five years, and had been sexually harassed in the workplace during that time, details of their most recent incident of workplace sexual harassment. These details included the industry where they were working when the harassment occurred. Details of where those who had never experienced workplace sexual harassment in the last 5 years were not collected as they could have been working in multiple industries during that period. In order to provide an indication of the relative propensity of sexual harassment occurring within different industry sectors a distribution of industry across all those who had been in the workplace at some time in the last 5 years was imputed. This was based on an assumption that the distribution of this population (which had been weighted to reflect the age, gender and geographical distribution of the Australian population) across industry groups would be similar to the actual distribution of the workforce across industries as measured by the Australian Bureau of Statistics (ABS) (291.0.55.003 Labour Force, Australia, Detailed, Quarterly Table 06. Employed persons by Industry sub-division of main job (ANZSIC) and Sex). The ABS, for example, estimates that 13% of the women in the workforce are employed in the Education and Training Industry Sector so we have assumed that 13% of the women identified in the survey as having worked at some time over the last 5 years would have worked in the Education and Training Sector i.e. a weighted population of approximately 929 thousand women. As the survey results estimate that the weighted population of women who were sexually harassed in the workplace while working in the Education and Training Sector was 329 thousand the proportion of women harassed in this industry is imputed as 35% (329/929).
- 19 6291.0.55.003, Labour Force, Australia, Detailed, Quarterly, May 2018.
- 20 6291.0.55.003, Labour Force, Australia, Detailed, Quarterly, May 2018.
- 21 Workplace Gender Equality Agency, *Gender segregation in Australia's workforce* (August 2016).

Chapter 5: Reporting and seeking support in relation to workplace sexual harassment

Chapter 5 examines the responses of workplaces and individuals when sexual harassment does occur, including:

- reporting of workplace sexual harassment
- reasons why people chose not to make a formal report or seek support in relation to sexual harassment
- actions taken by workplaces to respond to reports of sexual harassment, and
- Australians' preferred sources of information about sexual harassment.

5.1 Reporting of workplace sexual harassment

The majority of people who were sexually harassed in the workplace in the past five years did not make a formal report or complaint.

Fewer than one in five people (17%) who experienced sexual harassment in the workplace in the last five years made a formal report or complaint. There was no significant difference between men and women in this regard.

(a) Types of sexual harassment reported

The behaviours that were most often experienced in the workplace tended to be the least likely to be reported.

- Offensive, sexually suggestive comments or jokes represented 31% of the most recent incidents of workplace sexual harassment, but only 10% of these incidents were the subject of a formal report or complaint.
- This was also the case for intrusive questions about an individual’s private life, which made up 18% of incidents but was reported in 13% of cases.
- Inappropriate staring or leering that made the victim feel intimidated accounted for 11% of incidents but was the subject of a formal report or complaint in 15% of cases.

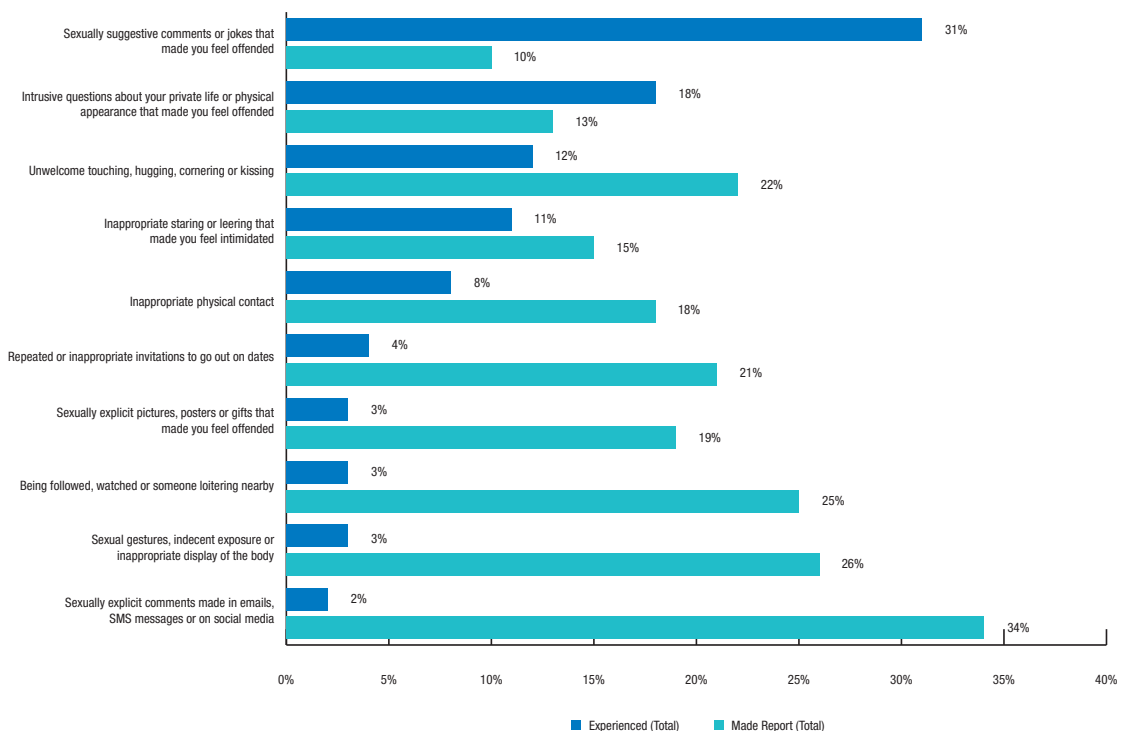
Conversely, incidents with a low incidence had a very high level of reporting. It should be noted that these estimates relating to low incidents are based on small numbers of respondents and should be regarded as indicative findings only. Nevertheless, there was a strong indication that the incidents most likely to be reported relate to serious cases of sexual assault or rape or sexually explicit or indecent communication on email or phone:

- sexually explicit comments made in emails, SMS messages or on social media represented 2% of all incidents, but were reported in 34% of cases
- indecent phone calls represented 2% of incidents but were reported in 33% of cases, and
- requests or pressure for sex or other sexual acts represented 1% of incidents but were reported in 33% of cases.

Inappropriate staring or leering was substantially more likely to be reported by men than by women.

Inappropriate starting or leering was the most recent form of workplace sexual harassment for 6% of men and 24% of these cases were the subject of a formal report. This form of behaviour was the most recent incident for 14% of women and was formally reported in 13% of cases.

Figure 39: Sexual harassment behaviours experienced compared with behaviours reported



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); experienced harassment and made a formal report/complaint (n=435); sexually suggestive comments (n=794); intrusive questions (n=462); unwelcome touching (n=305); inappropriate staring or leering (n=283); inappropriate physical contact (n=215); repeated or inappropriate invitations (n=93); sexually explicit pictures or gifts (n=78); being followed or watched (n=77); sexual gestures or indecent exposure (n=73); sexually explicit emails or texts (n=60).

(b) The process of making a formal report or complaint of workplace sexual harassment

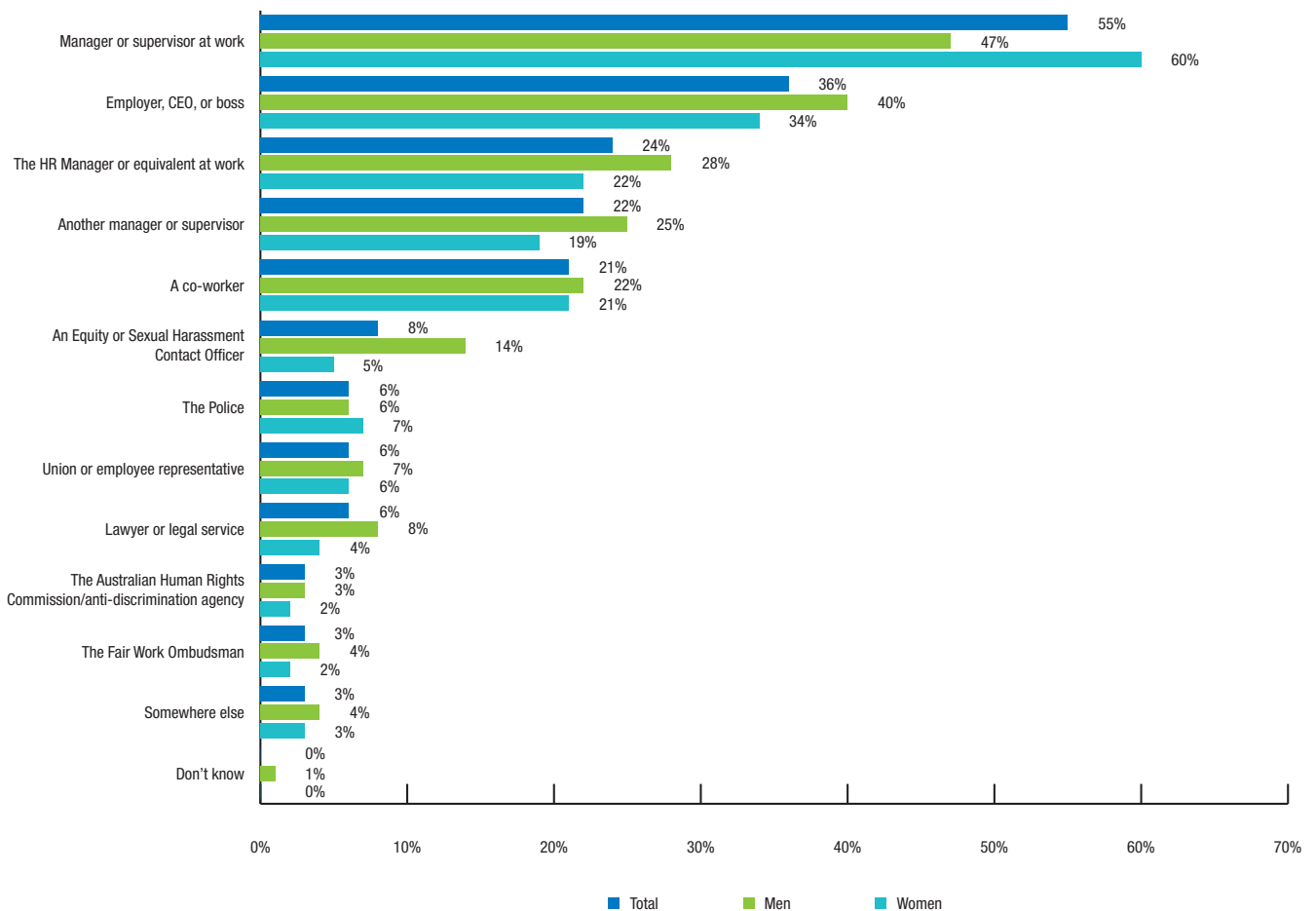
People were most likely to report workplace sexual harassment to their manager or supervisor at work.

A formal report or complaint was made to a direct manager or supervisor in more than half (55%) of instances of workplace sexual harassment. Women (60%) were more likely than men (47%) to take this action.

Other avenues for making a formal report or complaint were:

- the head of the organisation or business owner (36% of people who made a complaint or report about the most recent incident of workplace sexual harassment)
- the Human Resources Manager or equivalent (24%)
- another manager or supervisor (22%), or
- a co-worker (21%).

Figure 40: Who complaint was made to (by gender of victim)



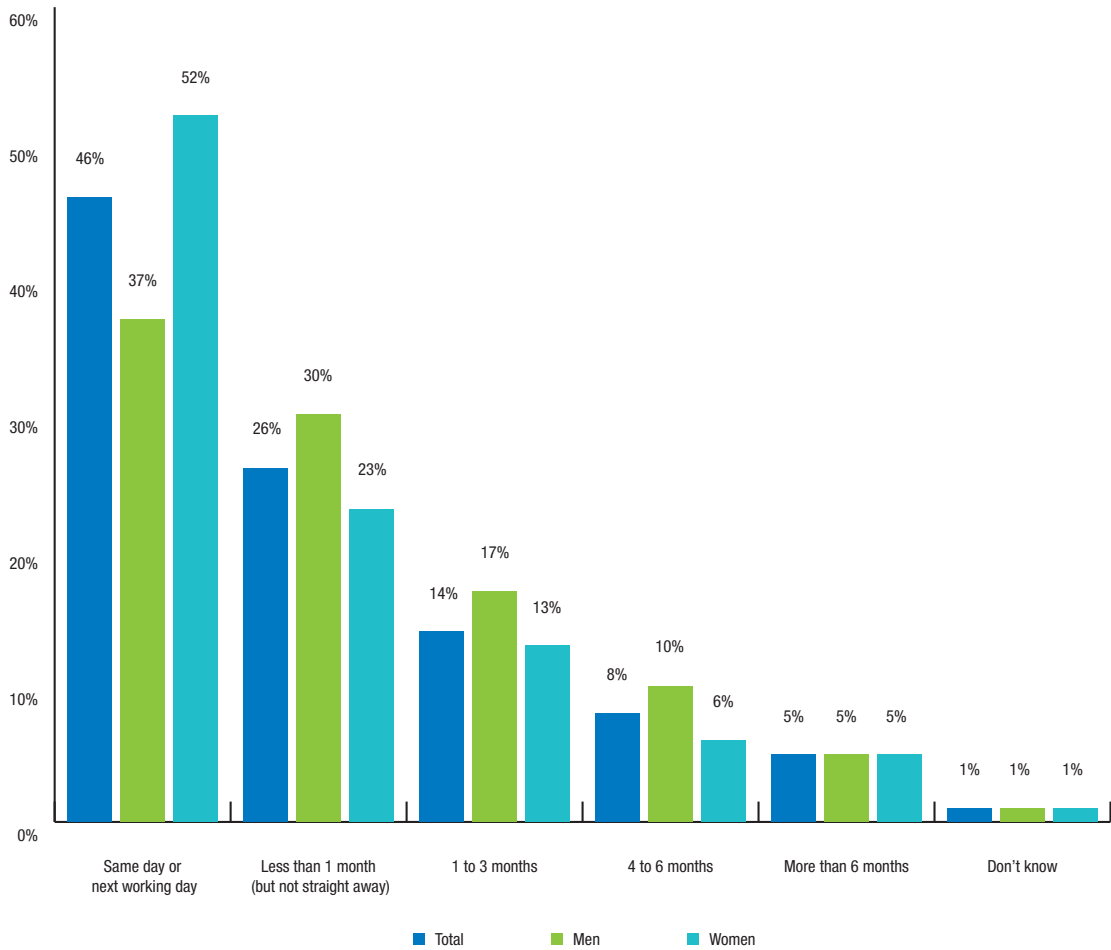
Base: Respondents who had been sexually harassed in the workplace in the last 5 years and made a formal report/complaint (n=435); Men (n=170); Women (n=260).

(i) Time taken to make a report or complaint

The majority of people who made a formal report or complaint about workplace sexual harassment did so immediately.

In almost half (46%) of cases, the report or complaint was made on the same day or the next working day following the incident. In a further 26% of cases, the report was made sometime over the following month.

Figure 41: Elapsed time before report or complaint was made (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years and made a formal report/complaint (n=435); Men (n=170); Women (n=260).

(ii) Finalised reports or complaints

Formal reports or complaints were most commonly finalised between the individual and their direct manager or supervisor or the head of their organisation.

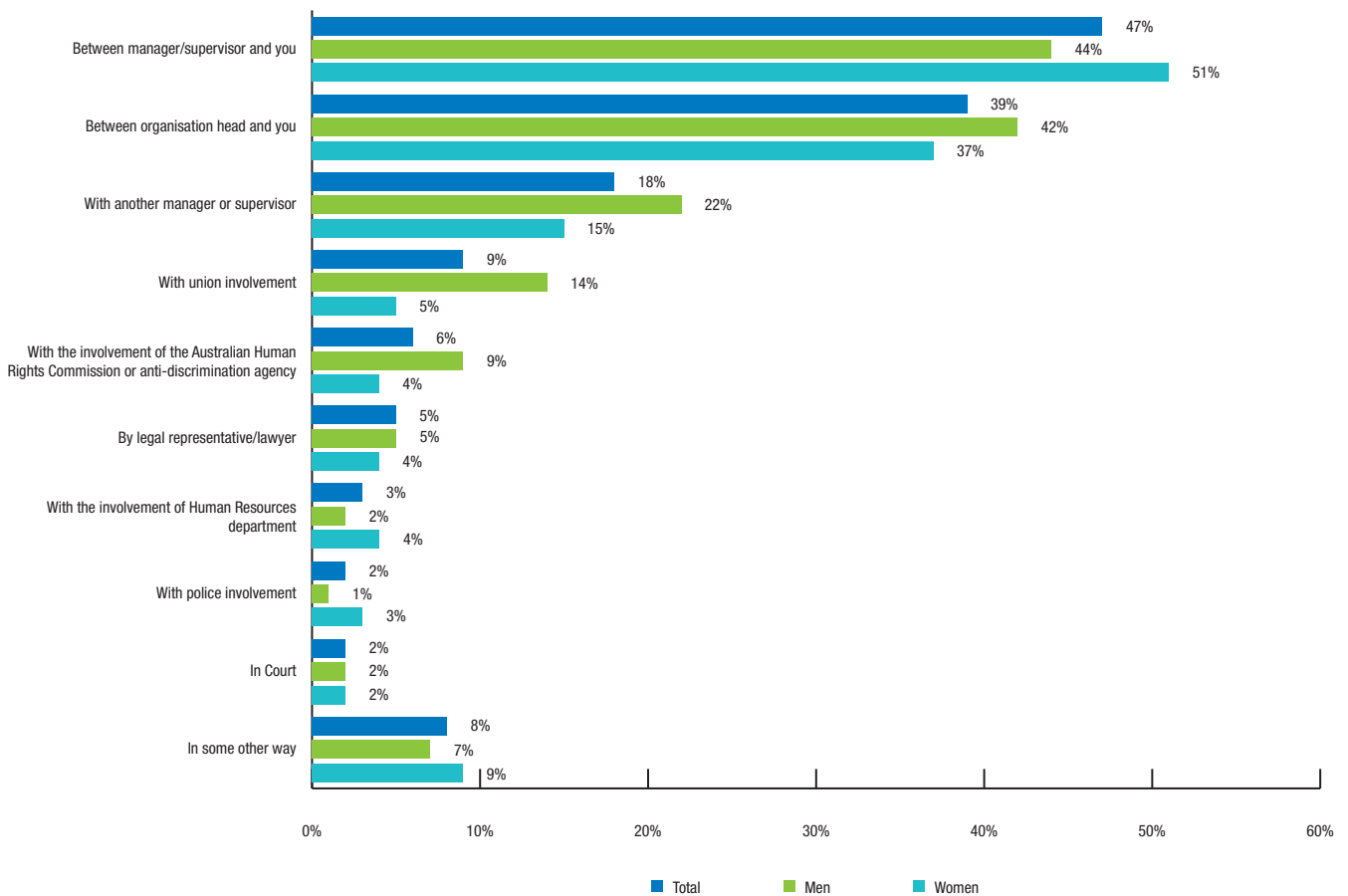
The most common ways that a formal report or complaint of workplace sexual harassment was finalised was between the victim and their direct manager or supervisor (47%), or the head of their organisation (39%).

Men were more likely than women to have finalised their complaint with the involvement of their union (14% of men compared with 5% of women).

The Australian Human Rights Commission or a state/territory anti-discrimination agency was involved in finalising 6% of formal reports or complaints.

Though sample sizes were small, the survey results indicate that those with an intersex variation (22%), of Aboriginal or Torres Strait Islander descent (17%), or with disability (17%) were more likely to have finalised their complaint with the involvement of an anti-discrimination agency.

Figure 42: How report or complaint was finalised (by gender of victim)

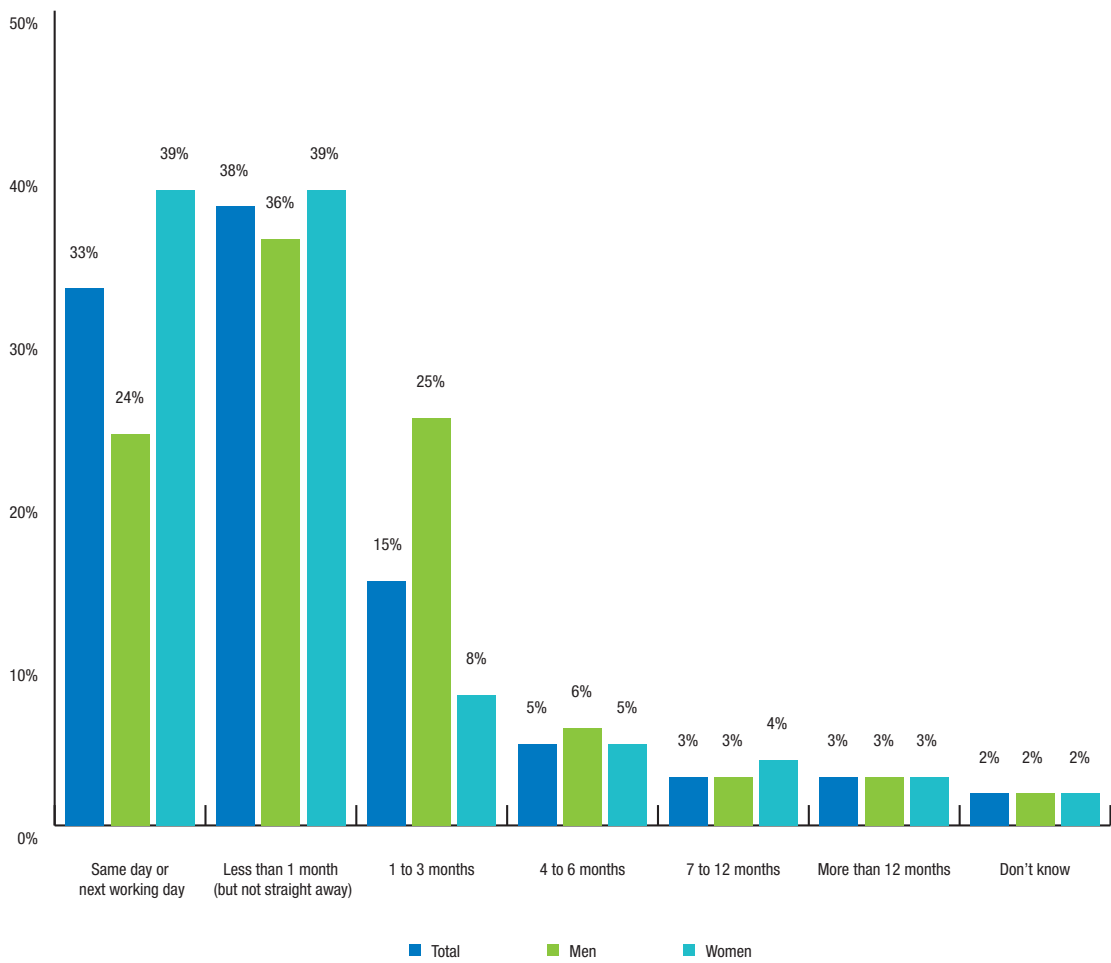


Base: Respondents who had been sexually harassed in the workplace in the last 5 years and made a formal report/complaint (n=435); Men (n=170); Women (n=260). Complaint finalised (n=313); Men (n=122); Women (n=188).

The majority of formal reports or complaints of workplace sexual harassment in the past five years were finalised in under one month.

One third (33%) of formal reports or complaints were finalised on the same or next working day; and another third (38%) were finalised within the following month. Just 6% of formal reports and complaints took longer than six months to be finalised.

Figure 43: Time taken for report or complaint to be finalised (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years and made a formal report/complaint (n=435); Men (n=170); Women (n=260). Complaint finalised (n=313); Men (n=122); Women (n=188).

(c) Outcome of report or complaint

Those who had made a report or complaint about the most recent incident of workplace sexual harassment were asked about the outcomes of their report or complaint, in terms of:

- what happened to them
- what happened to the perpetrator(s), and
- any action that was taken by their workplace.²²

(i) Outcomes for victims

The most common outcome for victims who made a formal report or complaint about workplace sexual harassment was that the harassment stopped.

This was the case for almost half (48%) of women who made a complaint, compared with 37% of men.

Other common outcomes were that the victim received positive feedback for making the complaint (31%) or that the employer apologised for failing to prevent the harassment (20%).

In 16% of cases, there were no consequences—either positive or negative—for the victim, with this being the case for more women (22%) than men (9%).

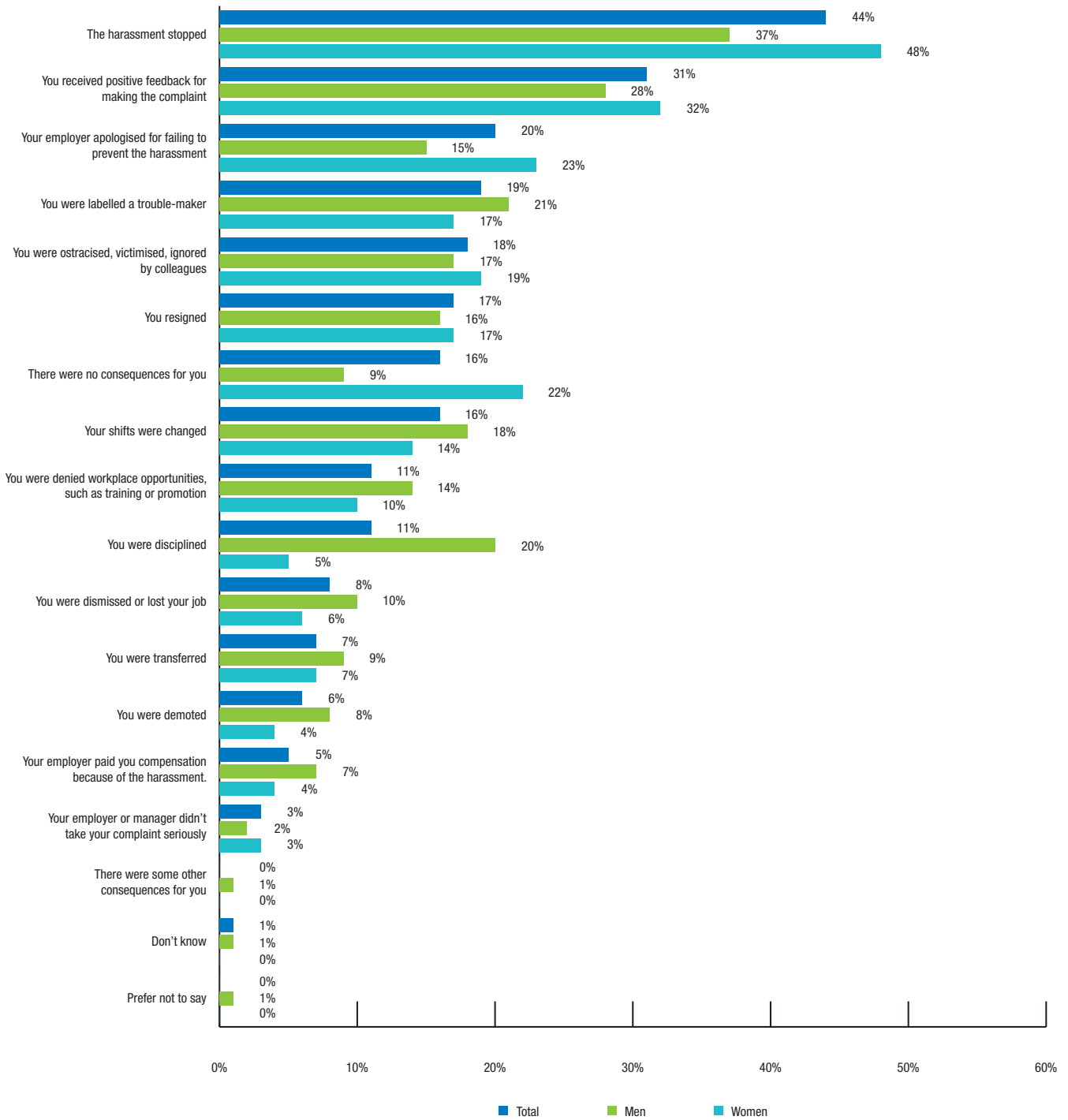
Two in five people experienced negative consequences as a result of making a formal report or complaint.

43% of people who made a formal report or complaint about sexual harassment reported experiencing negative consequences as a result.

Almost one in five people who made a formal report or complaint were labelled as a trouble-maker (19%), were ostracised, victimised or ignored by colleagues (18%) or resigned (17%).

For all but one of the negative consequences listed in the survey there were no significant differences in consequences experienced by women and men. The exception was where the victim was disciplined, which happened to 20% of men who made a formal report or complaint, compared with 5% of women.

Figure 44: Outcome for victim after report or complaint (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years and made a formal report/complaint (n=435); Men (n=170); Women (n=260).

(ii) Outcomes for perpetrator/s

In one in five cases, there were no consequences for the perpetrator as a result of a formal report or complaint being made.

19% of individuals who made a formal report or complaint of workplace sexual harassment said that there were no consequences for the perpetrator.

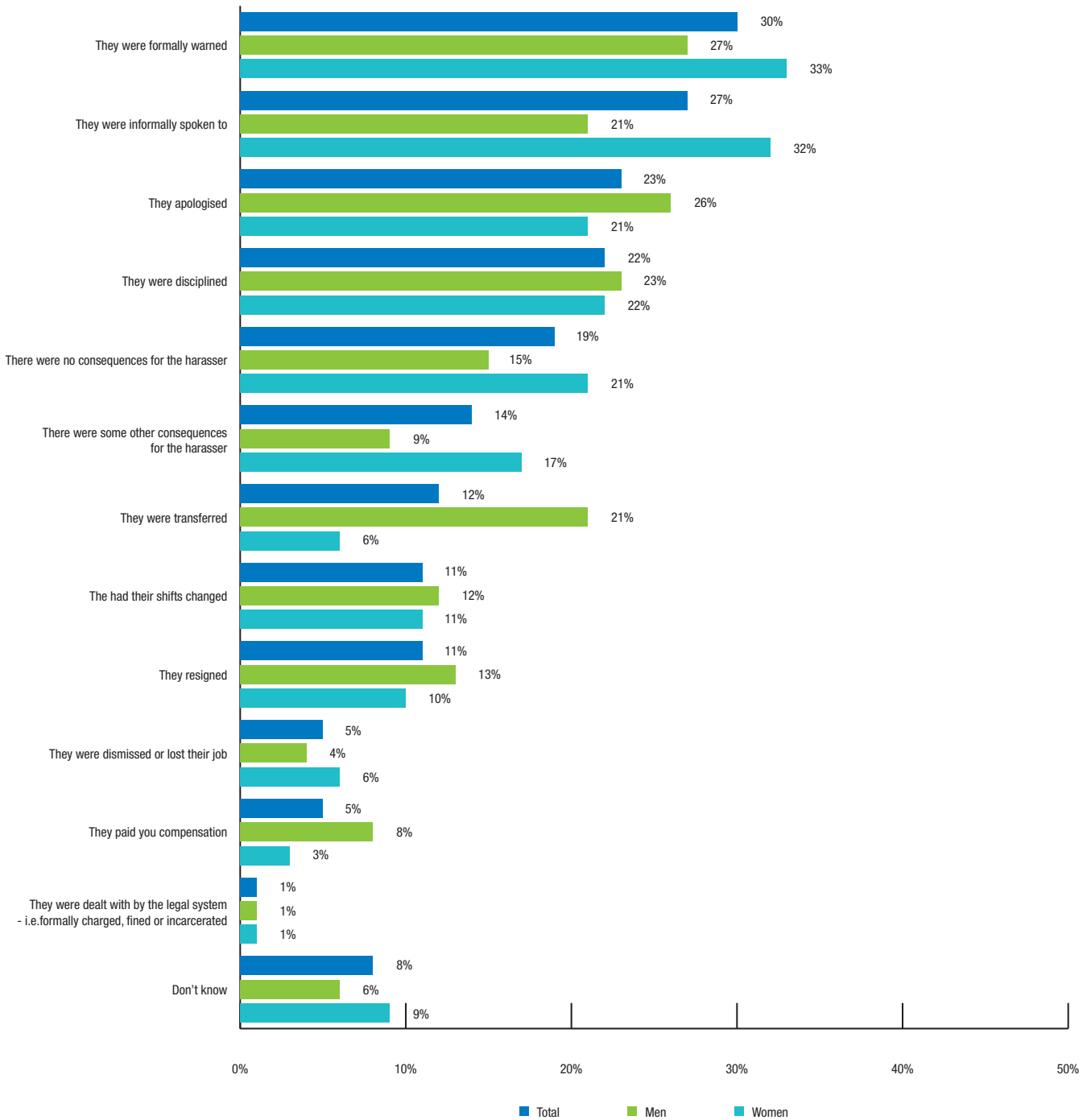
Where action was taken, the most common outcomes were that the perpetrator(s):

- were formally warned (30%)
- were informally spoken to (27%)
- apologised (23%)
- were disciplined in some other way (22%).

In 12% of cases, the perpetrator was transferred to another area of the workplace. This was significantly more likely to have occurred when the complainant was a man (21%) than when the complainant was a woman (6%).

Perpetrators paid compensation to their victim in only 5% of cases, with this more likely to have occurred when the person who made the complaint was a man (8%) than when they were a woman (3%).

Figure 45: Outcomes for perpetrators of report or complaint (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years and made a formal report/complaint (n=435); Men (n=170); Women (n=260).

(iii) Outcomes at the organisation

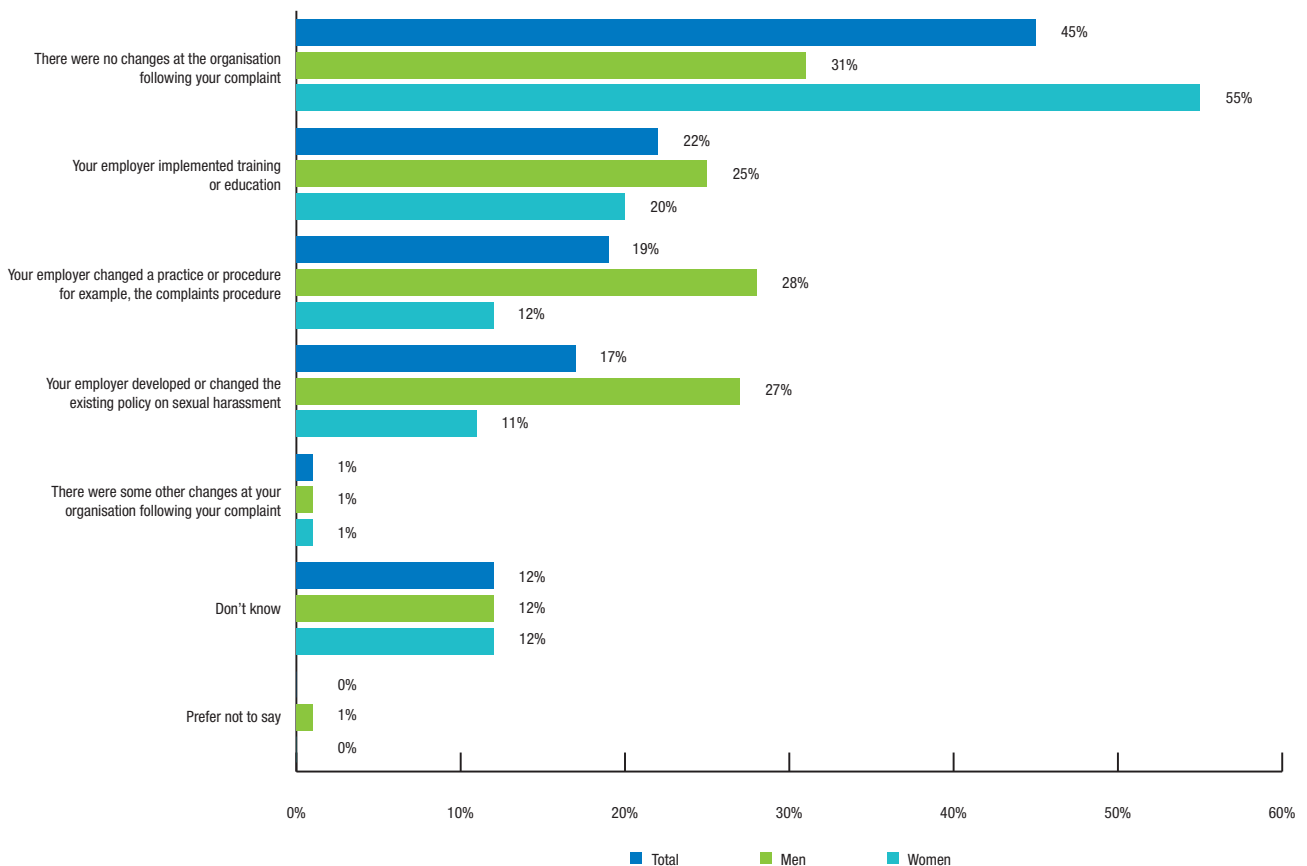
In almost half of cases where a formal report or complaint of sexual harassment was made, there were no changes at the workplace as a result.

45% of people who made a formal report or complaint said that no changes occurred at their workplace as a result. This was more common for complaints lodged by women (55%) than by men (31%), suggesting that complaints made by men are more likely than those made by women to result in action being taken by employers.

Where action was taken by the employer following a formal report or complaint, the most common outcomes were that:

- the employer implemented training or education in response to the complaint (22%), and
- the employer changed a practice or procedure, such as the complaints procedure (19%), and
- the employer developed or changed an existing workplace policy on sexual harassment (17%).

Figure 46: Changes at organisation following report or complaint (by gender of victim)



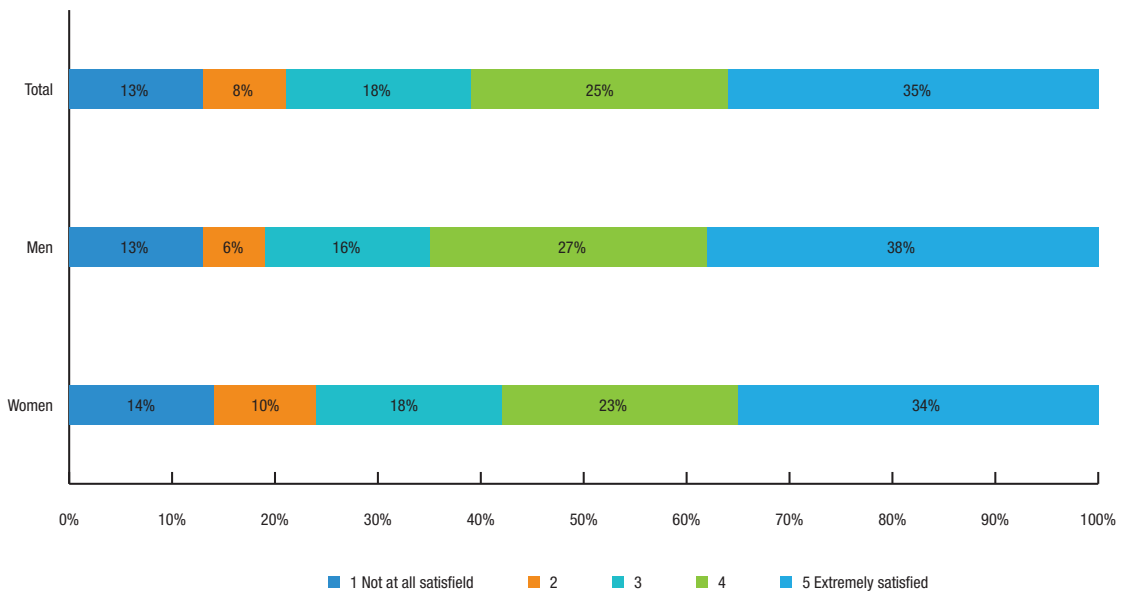
Base: Respondents who had been sexually harassed in the workplace in the last 5 years and made a formal report/complaint (n=435); Men (n=170); Women (n=260).

(d) Satisfaction with complaint process

Respondents to the survey who had made a complaint in relation to workplace sexual harassment were asked to rate their satisfaction with the complaint process from 1 to 5, with 1 being ‘not at all satisfied’ and five being ‘extremely satisfied’.

Overall, one third (35%) of people who made a formal report or complaint about workplace sexual harassment were extremely satisfied with the process undertaken to deal with their complaint, while 13% were not at all satisfied. The mean satisfaction score was 3.6.

Figure 47: Satisfaction with complaint process (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years and made a formal report/complaint: (n=435); Men (n=170); Women (n=260).
 Complaint finalised (n=313); Men (n=122); Women (n=188).

(e) Relationship between reporting and level of intimidation and offence

The greater the sense of offence or intimidation a victim felt about workplace sexual harassment, the more likely they were to make a formal report.

Overall, only a small proportion (17%) of people who had been sexually harassed in the last five years went on to lodge a formal report or complaint.

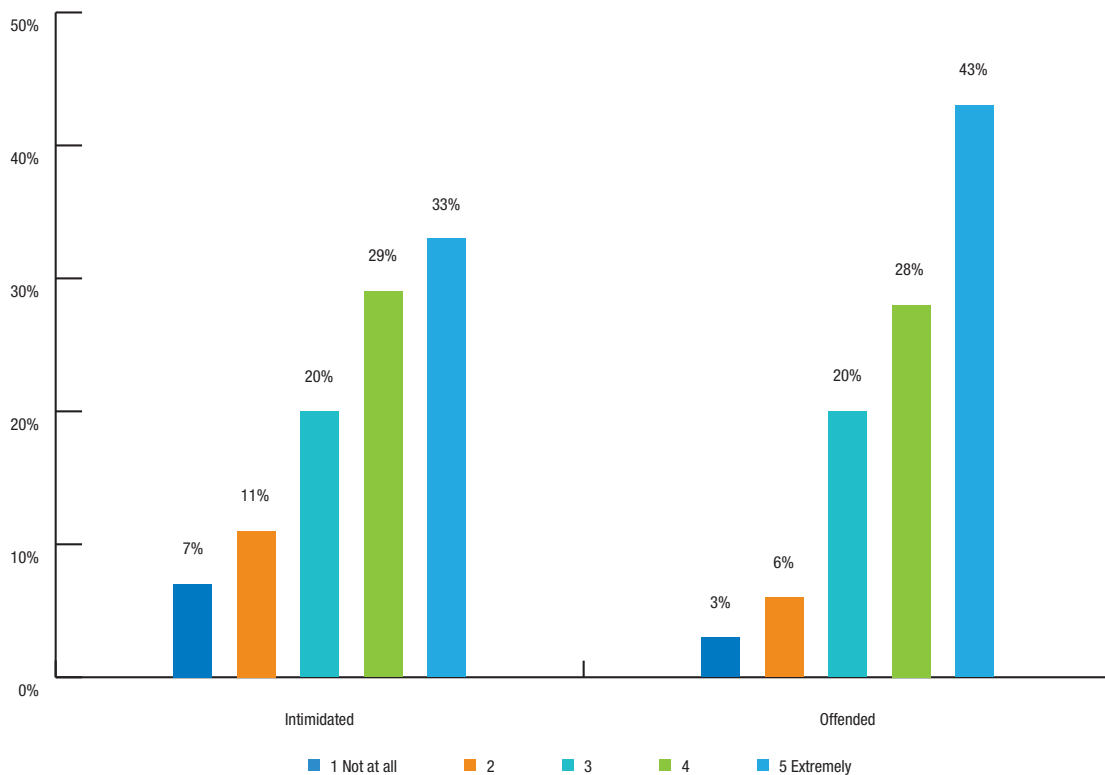
However, people who were most offended or intimidated by workplace sexual harassment were more likely to make a formal report or complaint.

A formal complaint or report was lodged by:

- more than two out of five (43%) of those who were extremely offended, and
- one out of three (33%) of those who were extremely intimidated.

The chart below shows that, as the level of offence and intimidation felt by people declined, so too did the likelihood that they would lodge a formal complaint or report.

Figure 48: People who made a formal report or complaint (by degree of intimidation/offence)



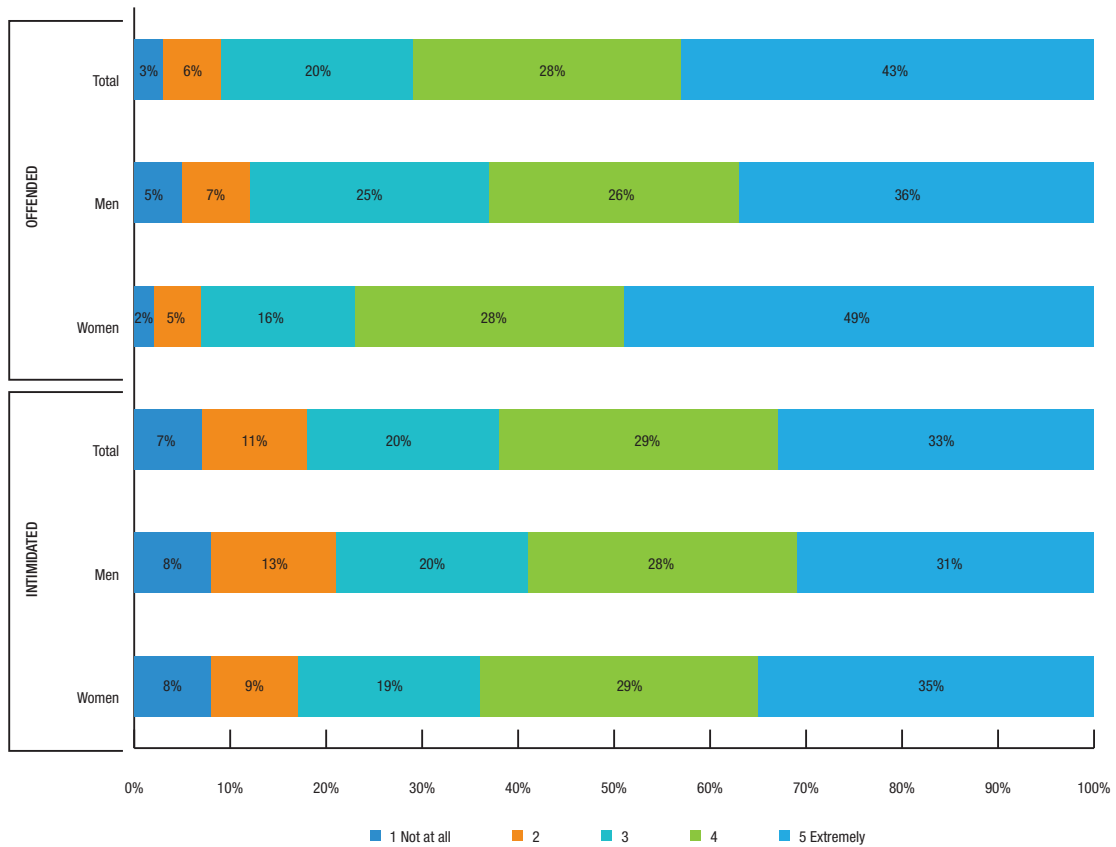
Base: Respondents who had been sexually harassed in the workplace in the last 5 years and made a formal report/complaint (n=435).

Women who were extremely offended by workplace sexual harassment were more likely to lodge a formal report than men who were extremely offended by workplace sexual harassment.

Almost half (49%) of women who were extremely offended by the most recent incident of workplace sexual harassment made a formal report, compared with 36% of men.

Women who had been extremely intimidated by the most recent incident were also more likely than men to have made a formal report, although the difference between the genders was not as pronounced (35% of women and 31% of men).

Figure 49: Respondents who made a formal report or complaint, (by gender and degree of intimidation/offence)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years and made a formal report/complaint (n=435); Male (n=170); Female (n=260).

(f) Reasons for not reporting workplace sexual harassment

The most common reasons for not reporting workplace sexual harassment were that the victim believed people would think they were overreacting or that it was easier to keep quiet.

Almost one half (49%) of people who did not report or make a complaint about workplace sexual harassment did not report because they thought people would think they were overreacting. Women were more likely than men to nominate this as a reason for not making a report (51% and 45% respectively).

Those aged 18–29 years at the time of the incident were also more likely (53%) than other age groups to hold this view.

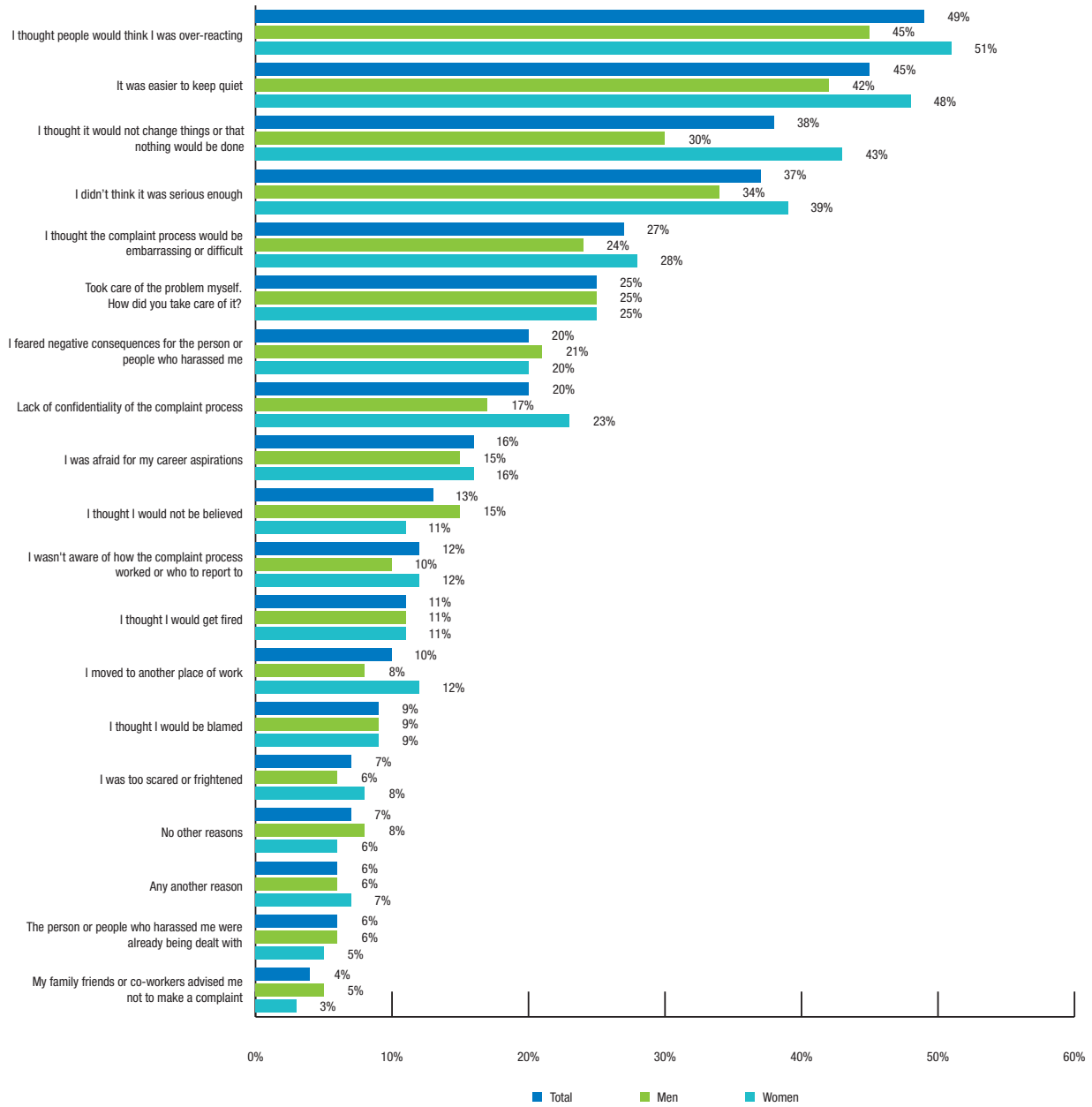
Other common reasons for not reporting were that:

- it was easier to keep quiet (45%)
- they thought it would not change things or that nothing would be done (38%), and
- they deemed the incident not serious enough (37%).

One-quarter of victims (25%) said that they took care of the problem themselves. The most common action taken by these individuals (54%) was that they verbally confronted the harasser at the time of the incident. However, almost one in five (17%) of those who said that they took care of the problem themselves did so by avoiding the perpetrator and in around one in six cases (14%), the victim ignored or did not respond to the incident.

Women (20%) were more likely than men (12%) to have taken the step of avoiding the perpetrator.

Figure 50: Reasons why did not report workplace sexual harassment (by gender of victim)



Respondents who had been sexually harassed in the workplace in the last 5 years and did not make a formal report/complaint (n=2,104); Men (n=844); Women (n=1,244).

One of the most common reasons people felt that the sexual harassment they experienced was not serious enough to make a formal complaint was that the behaviour was commonplace, or an accepted part of their workplace.

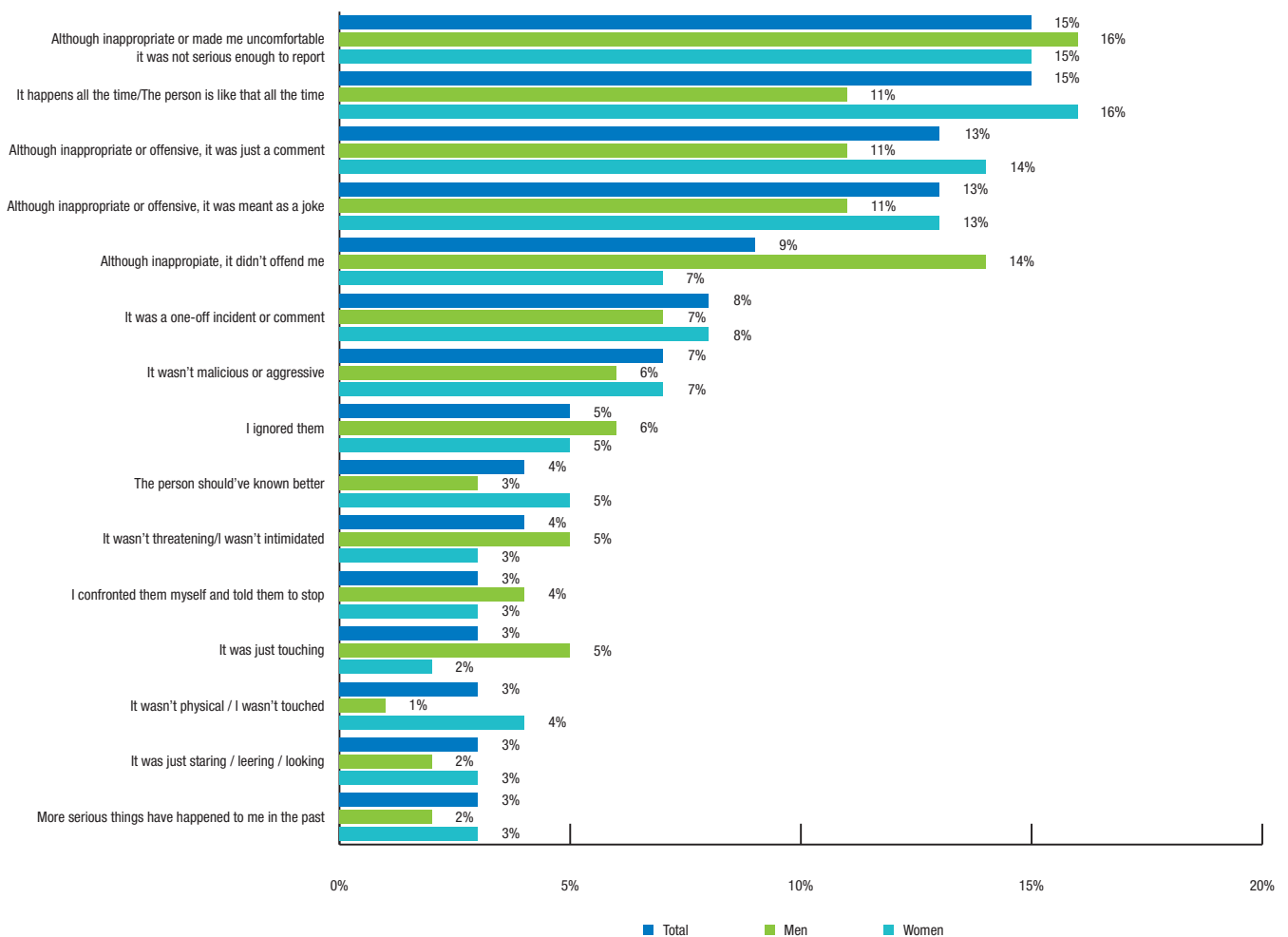
Those who felt that the most recent incident was not serious enough to warrant a formal report or complaint were asked why they felt this way.

The most common reasons were that the behaviour was:

- too insignificant to report (15%)
- commonplace or an accepted part of their job or industry (15%)
- just a comment or banter (13%)
- meant to be a joke (13%).

Women were more likely than men to say that the behaviour was commonplace or an accepted part of their job or industry (16% and 11% respectively). Men were more likely than women to say that they were simply not offended or affected by the behaviour (14% and 7% respectively).

Figure 51: Reasons for not thinking sexual harassment was serious enough to report (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years and gave reason "did not think it was serious enough" as reason for not making a formal report/complaint (n=787); Men (n=293); Women (n=490).

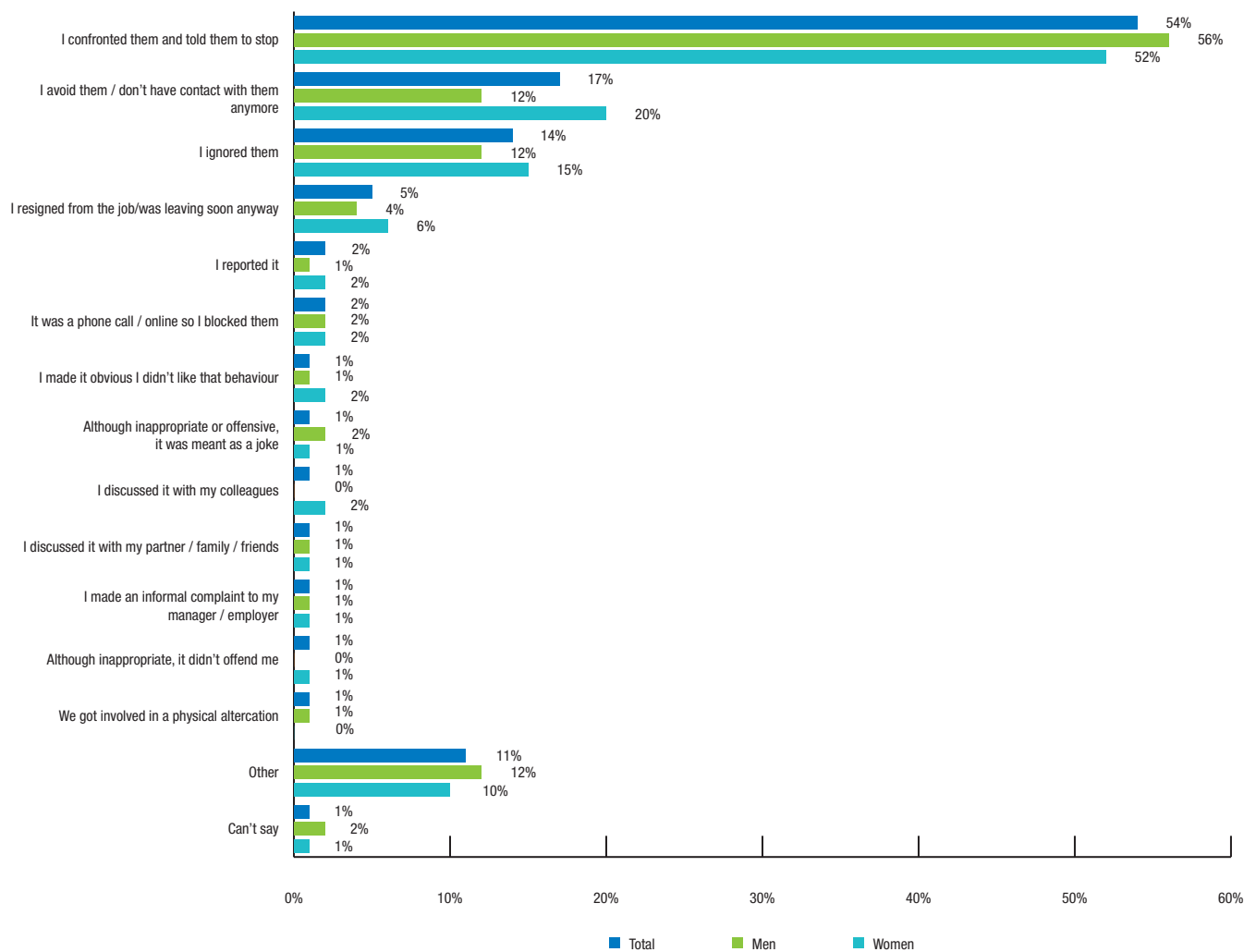
The majority of people who said they ‘took care of the matter themselves’ did this by confronting the perpetrator and telling them to stop.

People who said that they did not report the most recent incident of workplace sexual harassment because they had taken care of it themselves were asked to describe what action they had taken.

The most common responses were:

- I confronted them and told them to stop (54%)
- I avoid them/don’t have contact with them anymore (17%)
- I ignored them (14%).

Figure 52: Action taken by people who took care of matter themselves rather than report sexual harassment (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years and gave reason "I took care of it myself" as reason for not making a formal report/complaint (n=524); Men (n=204); Women (n=317).

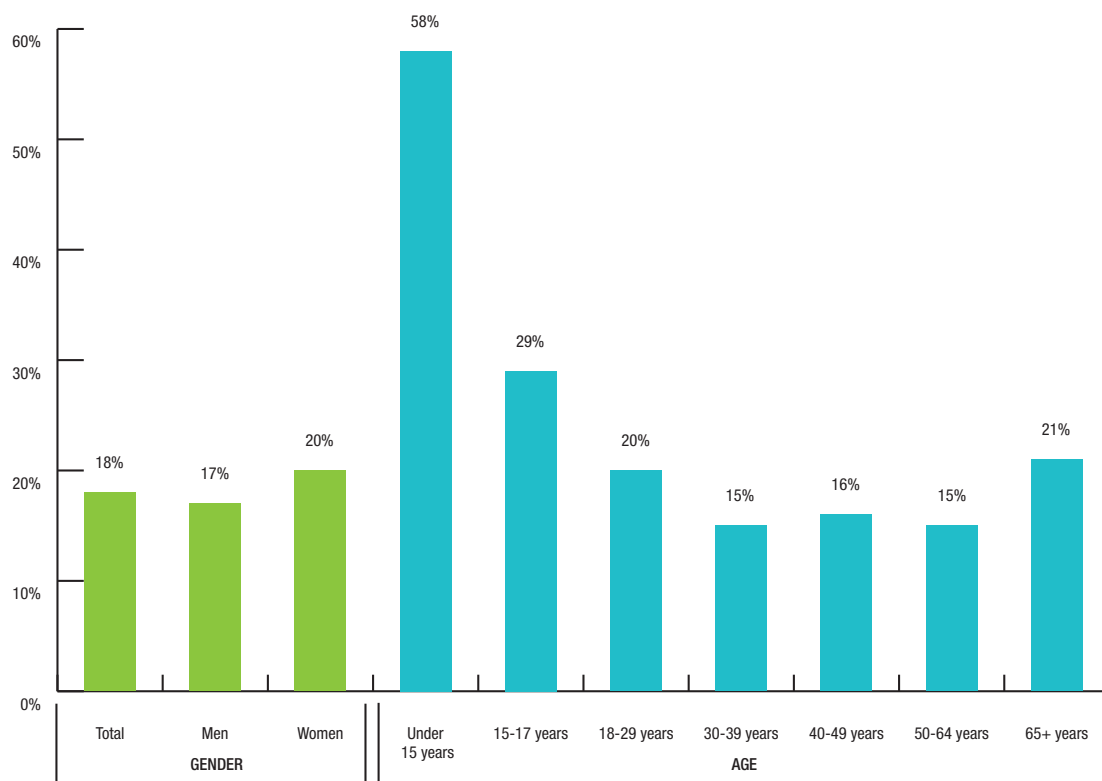
5.2 Seeking support and advice

Fewer than one in five people who experienced sexual harassment in the workplace sought support or advice.

Overall, 18% of people who experienced workplace sexual harassment sought support or advice in relation to the most recent incident.

Those in the youngest age groups were the most likely to have sought support or advice (under 15 years, 58%; 15–17 years, 29%).

Figure 53: Sought support or advice following sexual harassment (by age and gender)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); Men (n=1,042); Women (n=1,522); under 15 years (n=43); 15-17 years (n=95); 18-29 years (n=939); 30-39 years (n=556); 40-49 years (n=376); 50-64 years (n=368); 65 years or older (n=58).

As with formal reports or complaints, the behaviours that were most often experienced in the workplace tended to be the least likely to have caused the victim to seek support or advice.

Offensive, sexually suggestive comments or jokes that made the victim feel offended represented 31% of all incidents, but in 14% of cases the victim sought support or advice.

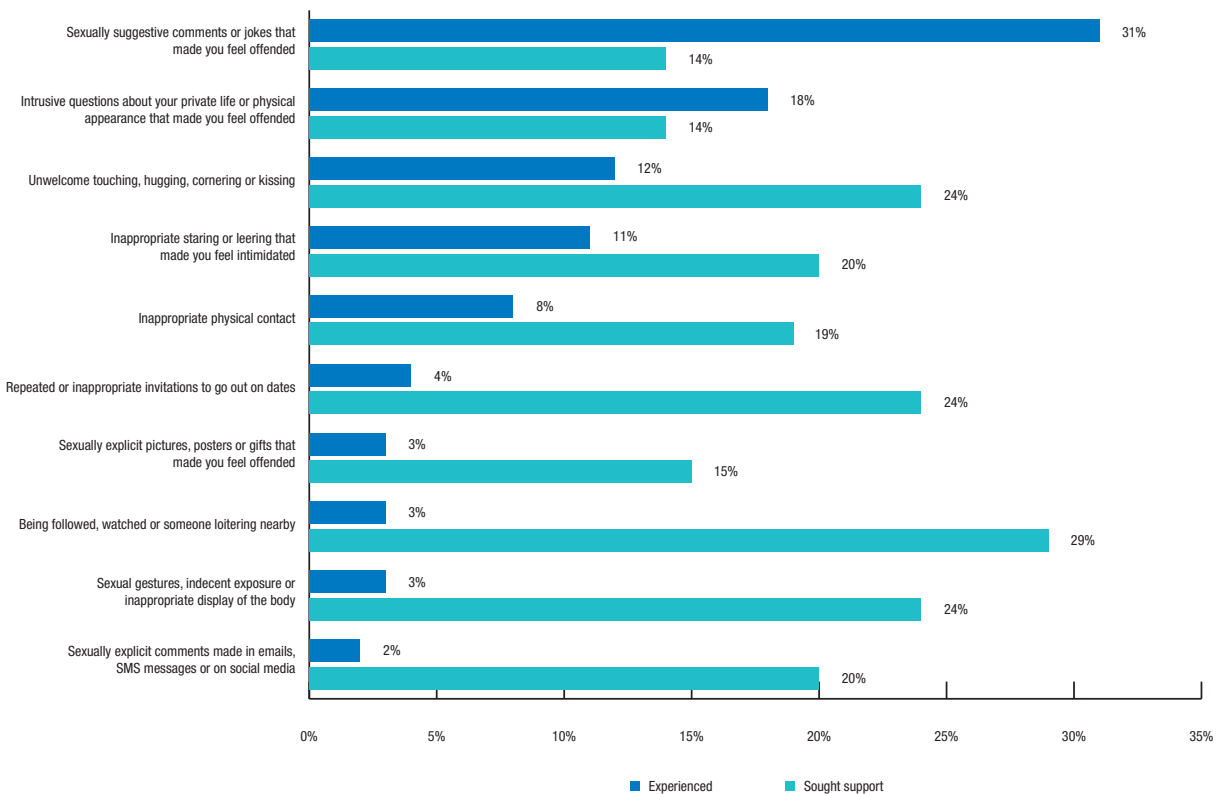
This was also the case for intrusive questions about an individual’s private life, which represented 18% of incidents, with support sought in 14% of cases.

Behaviours that were more likely to lead the victim to seek support were:

- being followed, watched or loitering nearby (3% of incidents, support sought in 29% of cases)
- repeated or inappropriate invitations to go out on dates (4% of cases, support sought in 24% of cases), and
- sexual gestures, indecent exposure or inappropriate display of the body (3% of instances, support sought in 24% of cases).

While many of the reported incidents of sexual harassment related to less common behaviours, such as attempted or actual rape or sexual assault and repeated or inappropriate advances on email, social networking website or internet chat rooms, the number of respondents was too small for detailed statistical analysis. However, there are strong indications that the victims of these behaviours were more likely than others to seek advice or support.

Figure 54: Workplace sexual harassment behaviours and whether support sought



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,585); sought support/advice (n=476); sexually suggestive comments (n=794); intrusive questions (n=462); unwelcome touching (n=305); inappropriate staring or leering (n=283); inappropriate physical contact (n=215); repeated or inappropriate invitations (n=93); sexually explicit pictures or gifts (n=78); being followed or watched (n=77); sexual gestures or indecent exposure (n=73); sexually explicit emails or texts (n=60).

(a) Who support or advice is sought from

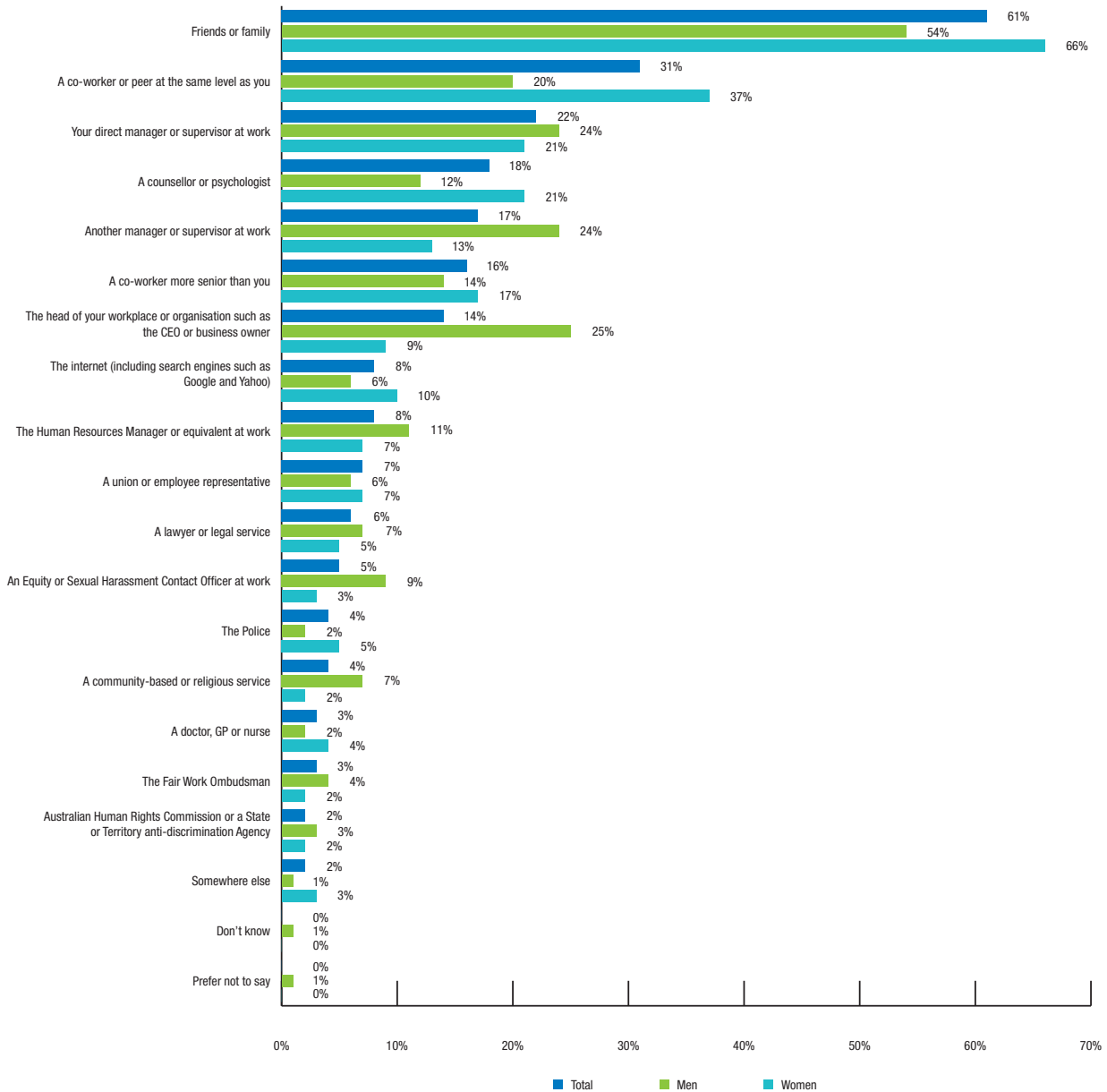
People who experienced sexual harassment were most likely to seek support or advice from friends and family members.

The most common source of support or advice for people who experienced sexual harassment in the workplace was friends or family (61%). Women (66%) were more likely than men (54%) to have approached their friends or family for this support or advice.

Around one third (31%) of people had sought support or advice from a co-worker employed at the same level as themselves, with women almost twice as likely as men to have done this (37% and 20% respectively). Women (21%) were also more likely than men (12%) to have sought support from a counsellor or psychologist in relation to the most recent incident of workplace sexual harassment.

In contrast, men were more likely than women to have sought support from the head of the workplace (25% and 9% respectively) or from another manager or supervisor at work (24% and 13% respectively).

Figure 55: Who victim approached for support or advice (by gender of victim)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years and sought support/advice (n=476); Men (n=174); Women (n=300).

22 These questions were all multiple response, so percentages quoted in this section of the report will sum to more than 100%.

5.3 Seeking information about sexual harassment

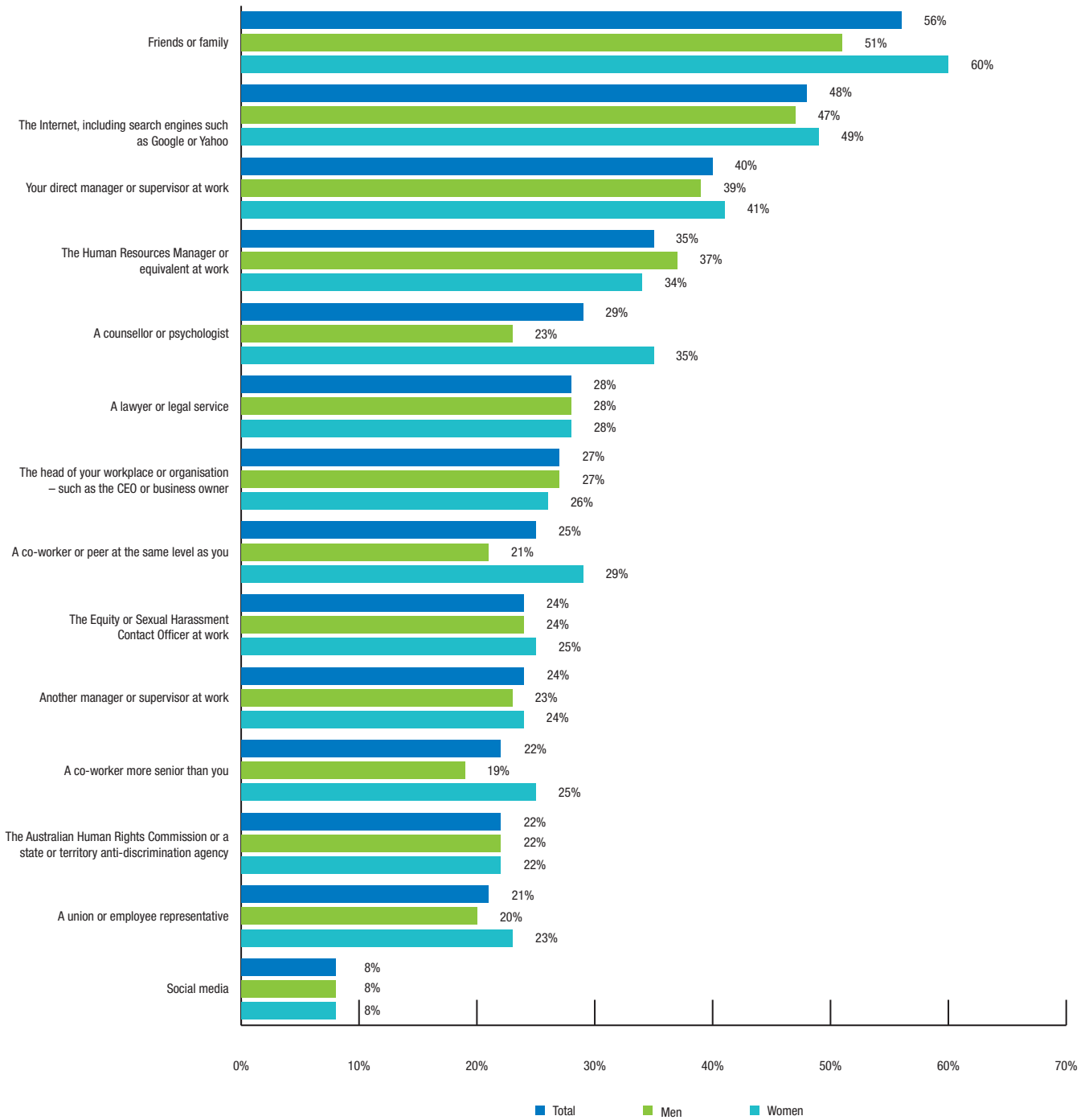
All respondents were asked to nominate the sources they would use if they needed any information about sexual harassment.

The information sources most frequently nominated were:

- friends and family (56%)
- the internet (48%), and
- direct manager or supervisor at work (40%).

People aged 18–29 and 30–39 were the age groups most likely to nominate the internet as a source of information about sexual harassment (61% of 18–29 year olds and 58% of 30–39 year olds).

Figure 56: Sources respondents would use for information about sexual harassment



Base: All respondents (n=10,272); Men (n=5,008); Women (n=5,219).

The chart below compares preferred sources of information across three discrete groups of people, namely:

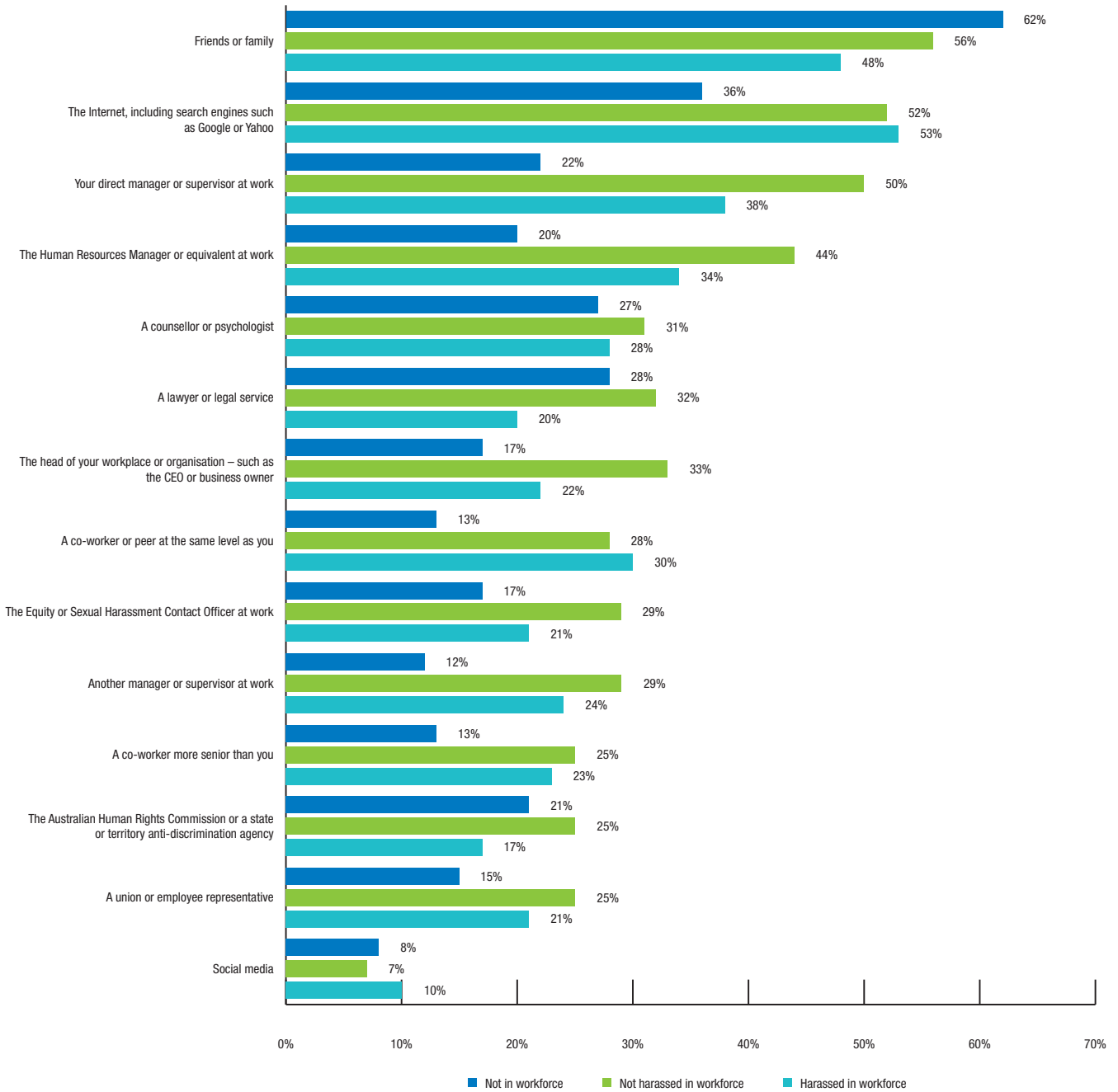
- people who had not been in the workforce in the last five years
- people who had been in the workforce in the last five years who did not experience workplace sexual harassment, and
- people who had been in the workforce in the last five years and who did experience workplace sexual harassment.

Those who had been sexually harassed in the workplace in the last five years were less likely than those who had not been sexually harassed to nominate preferred information sources within the workplace, such as:

- a direct manager or supervisor at work (50% of those not harassed compared with 38% of those who were harassed)
- the human resources manager (44% of those not harassed compared with 34% of those who were harassed), and
- the head of the workplace or organisation (33% of those not harassed compared with 22% of those harassed).

Individuals who had been sexually harassed were as likely as those who had not been sexually harassed to nominate a co-worker or peer at their level or more senior as a preferred source of information.

Figure 57: Sources of information about sexual harassment (by workforce status and whether experienced sexual harassment)



Base: Respondents not in workforce (n=2,459); in workforce and not harassed (n=5,228); in workforce and harassed (n=2,585).

Chapter 5: Endnotes

22 These questions were all multiple response, so percentages quoted in this section of the report will sum to more than 100%.

Chapter 6: Witnessing and hearing about workplace sexual harassment

Chapter 6 describes the behaviours of those who witnessed or heard about sexual harassment in the workplace in the last five years, including:

- whether they took action in response to sexual harassment they witnessed or heard about in the workplace
- what actions they took in response to sexual harassment they witnessed or heard about, and
- the reasons they did not take action in response to the sexual harassment they witnessed or heard about.

More than one-third of people witnessed or heard about sexual harassment in the workplace at some point in the past five years.

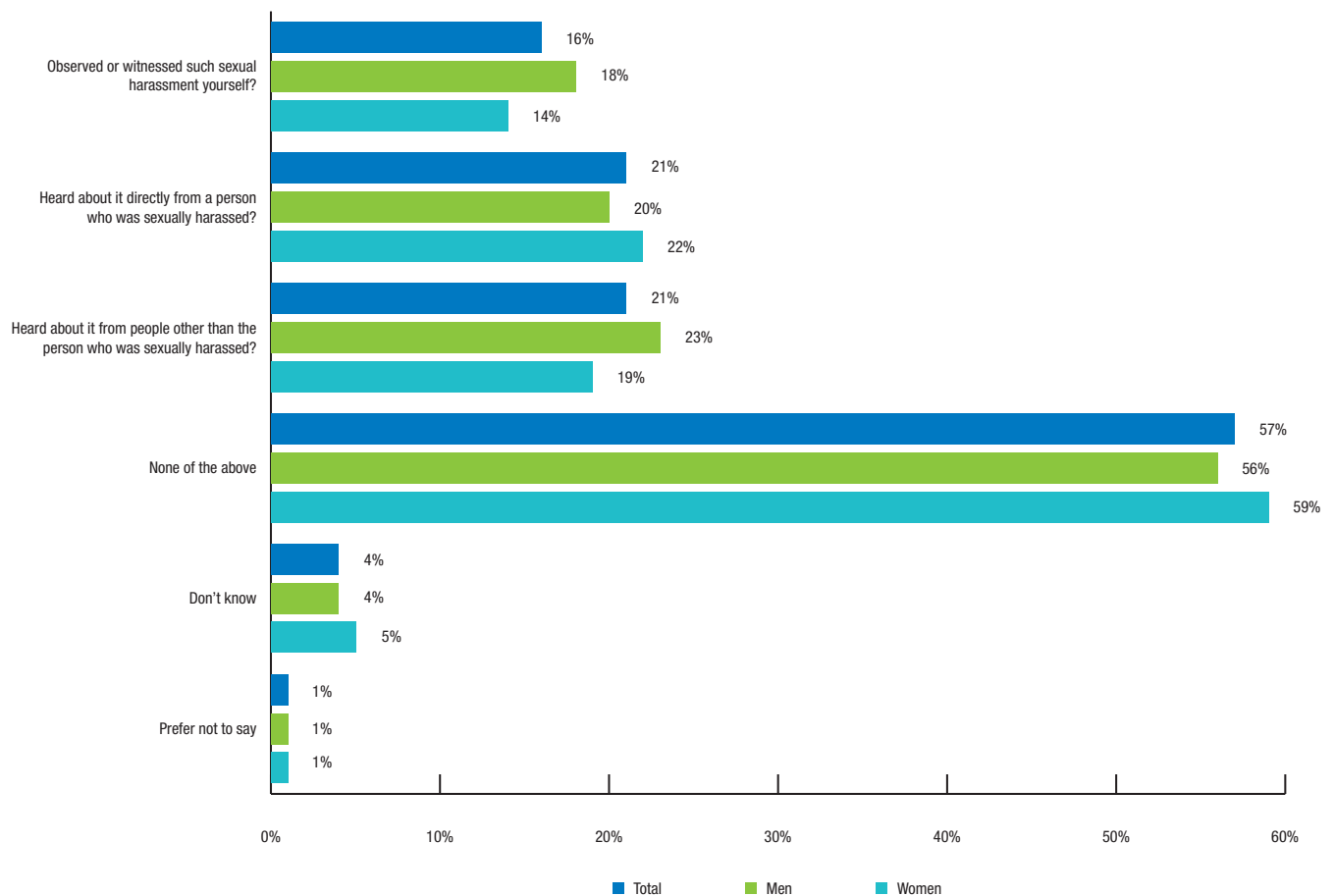
38% of people had observed or heard about sexual harassment of another person at their workplace over the past five years.

Overall:

- one in six people witnessed such behaviour themselves (16%),
- one in five people heard about it directly from the victim of such behaviour (21%), and
- one in five heard about it from people other than the victim (21%).

Men (18%) were slightly more likely than women (14%) to have witnessed the sexual harassment of another person in the workplace in the past five years.

Figure 58: Witnessing or hearing about sexual harassment of others in the workplace (by gender)



Base: Respondents in the workforce during the last 5 years (n=7,813); Men (n=3,932); Women (n=3,844).

People who had experienced sexual harassment themselves were more likely to witness or hear about sexual harassment of others in the workplace.

57% of people who had been sexually harassed at work in the last five years had observed or heard about workplace sexual harassment, compared with 28% of people who had not been sexually harassed.

- 30% of people who had been sexually harassed at work had observed workplace sexual harassment compared with 9% of people who had not been sexually harassed.
- 34% of people who had been sexually harassed at work had heard about workplace sexual harassment from someone who was sexually harassed, compared with 14% of people who had not been sexually harassed.
- 30% of people who had been sexually harassed at work had heard about workplace sexual harassment from someone else, compared with 17% of people who had not been sexually harassed.

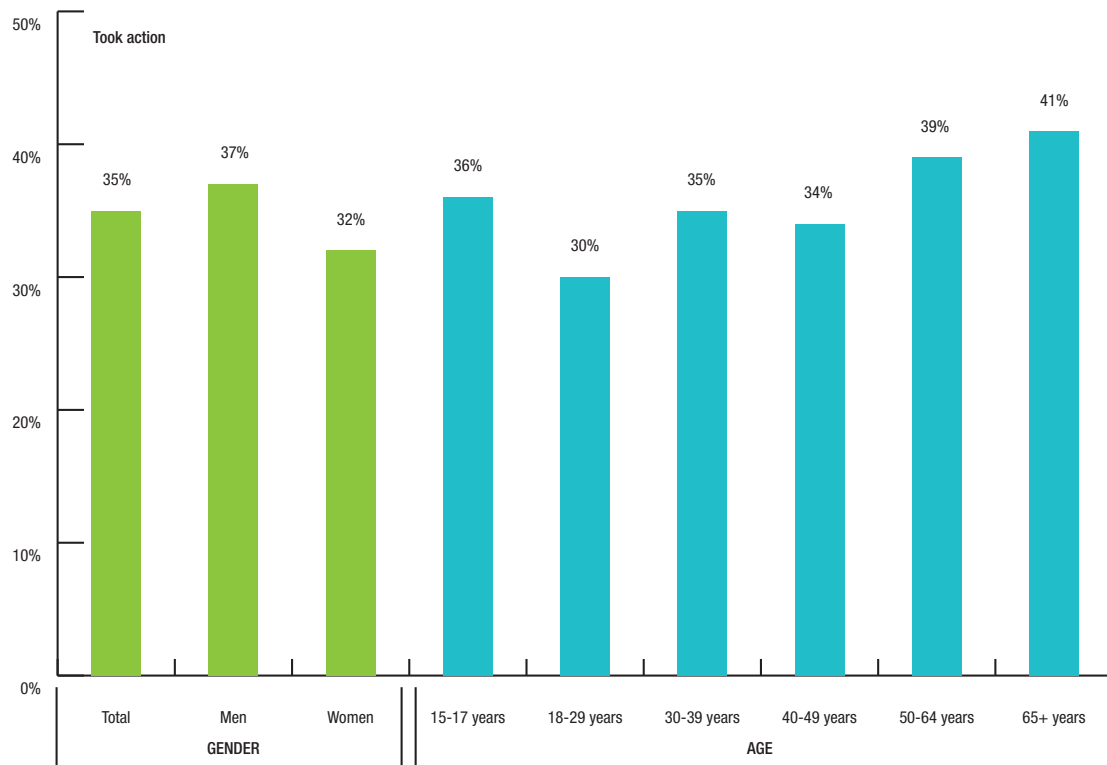
Although these instances may not necessarily have involved the same workplaces, it does suggest that some workplaces might be more prone to this type of behaviour than others.

6.1 Action taken by bystanders

The majority of people who witnessed or heard about sexual harassment did not take any action in response.

Only one in three (35%) bystanders took any action to prevent or reduce the harm of the sexual harassment they witnessed. Men were more likely than women to have taken action (37% and 32% respectively).

Figure 59: Witnesses to workplace sexual harassment who took some form of action



Base: Respondents who witnessed or heard about workplace sexual harassment (n=2,931); Men (n=1,549), Women (n=1,364).

The most common action taken by bystanders to sexual harassment was to talk with or listen to the victim about the incident.

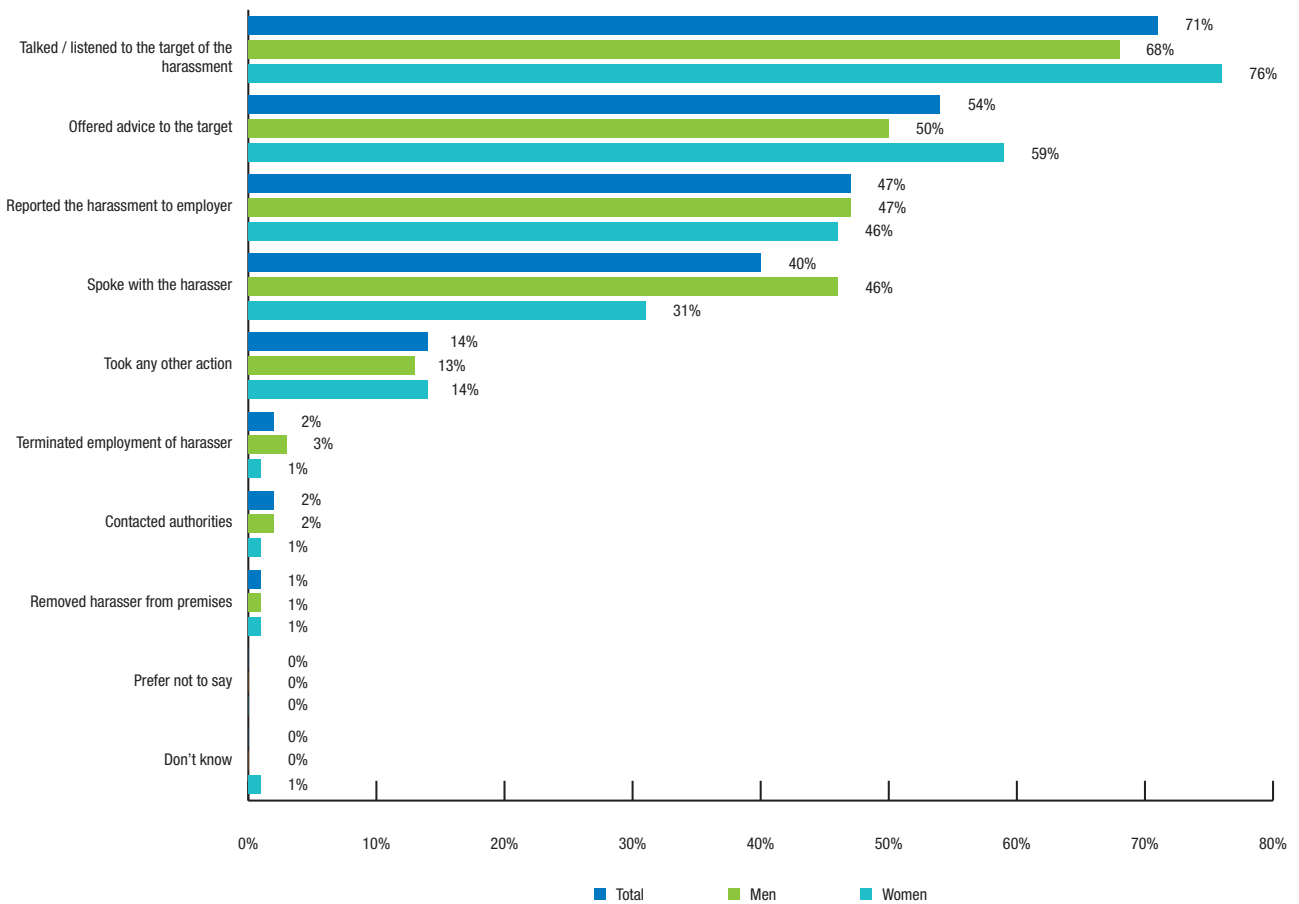
In 71% of cases, the person who witnessed or observed sexual harassment in the workplace talked with or listened to the victim. Women (76%) were more likely than men (68%) to have taken this action.

Women were also more likely than men to have offered advice to the victim (59% and 50% respectively).

Men (46%) were more likely than women (31%) to have spoken with the harasser.

In less than half (47%) of cases, the harassment was reported to the employer.

Figure 60: Actions taken after witnessing/hearing about sexual harassment (by gender of witness)



Base: Respondents who witnessed or heard about workplace sexual harassment and took action (n=1,011), Men (n=567); Women (n=437).

6.2 Consequences of bystanders taking action

The majority of people who took action after witnessing or hearing about workplace sexual harassment said that the harassment stopped as a result.

Nearly half of bystanders (45%) who took action in response to sexual harassment reported that the harassment stopped as a result of their intervention, while around one third (34%) received positive feedback for making a complaint about the harassment.

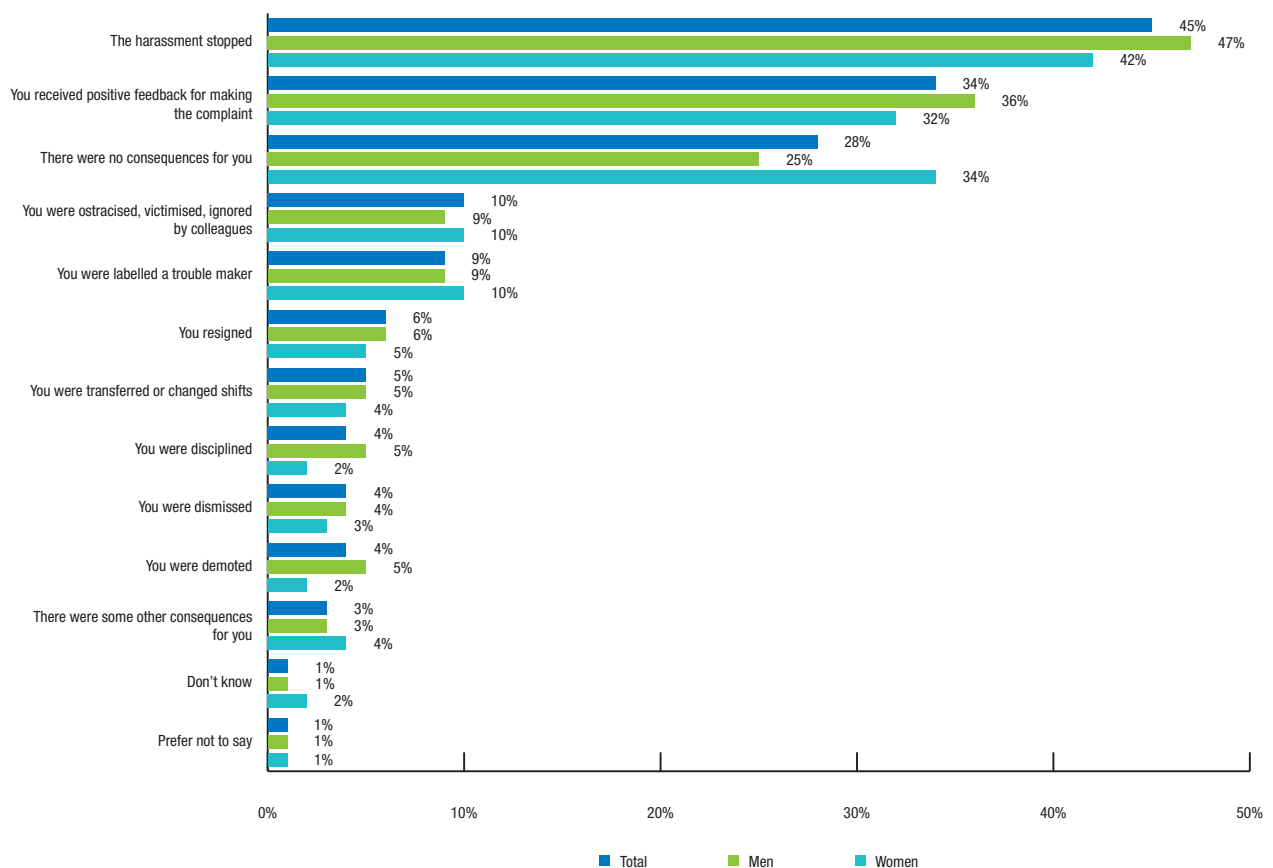
Approximately one quarter of bystanders said there were no consequences for them, either positive or negative (28% overall, with 34% from women and 25% for men).

One in ten of those who take action after witnessing sexual harassment were ostracised, victimised or ignored by colleagues.

Ten percent of bystanders had been ostracised or ignored by colleagues after taking action, while 9% were labelled as a troublemaker. In 6% of cases, the bystander resigned after taking action in response to the incident.

Though the incidence was relatively low (4% overall), men were more likely than women to have been disciplined or demoted after taking action in response to the workplace sexual harassment that they witnessed or heard about (5% and 2% respectively).

Figure 61: Consequences for witness of taking action after witnessing/hearing about sexual harassment (by gender of witness)



Base: Respondents who witnessed or heard about workplace sexual harassment and took action (n=1,011); Men (n=567); Women (n=437).

6.3 Reasons bystanders do not take action

The most common reason cited for not taking action was that other people were supporting and assisting the victim.

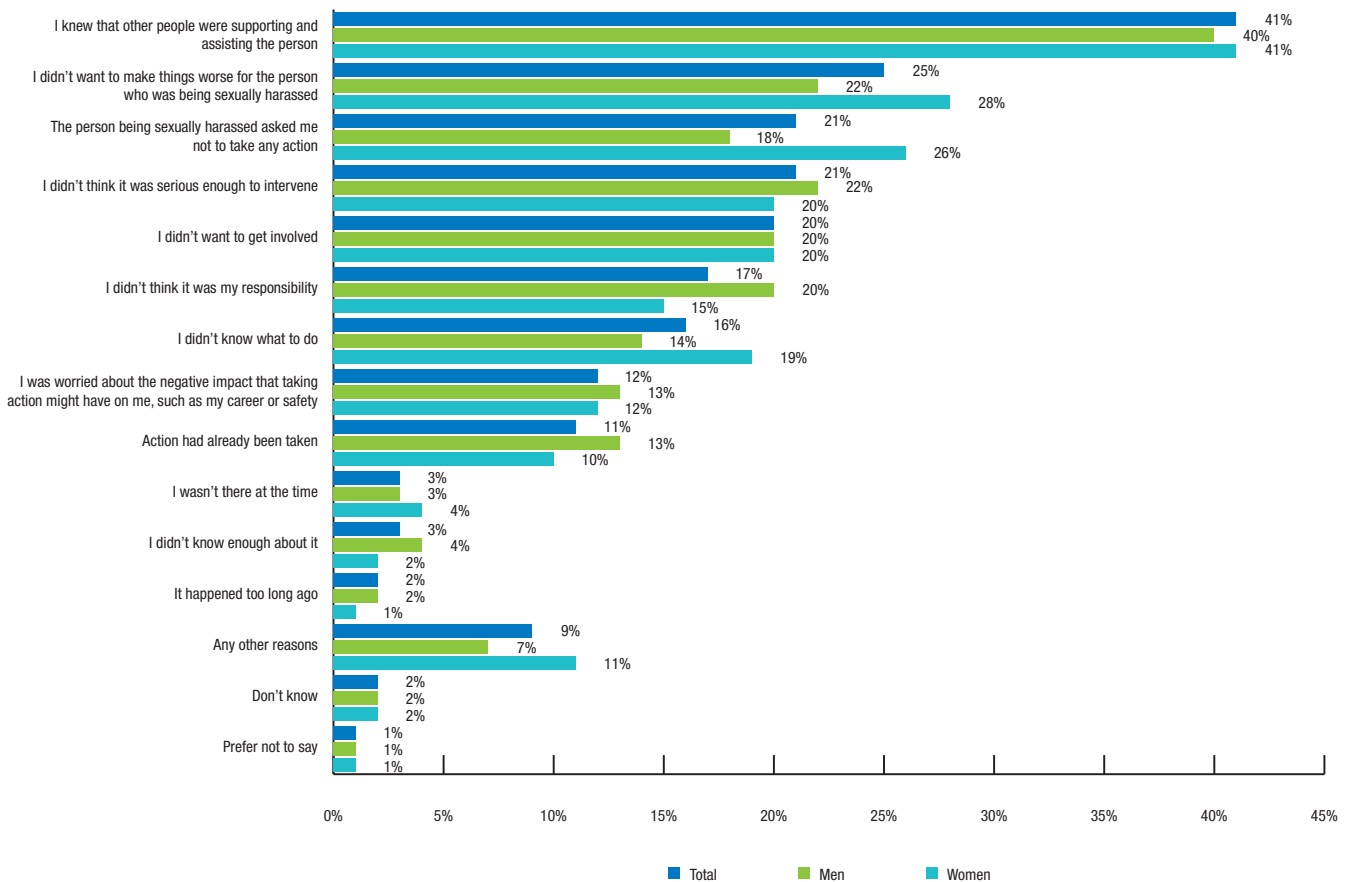
Two in five bystanders nominated this as a reason for not taking action in response to sexual harassment they witnessed or observed (41%).

In one quarter (25%) of cases, the bystander did not take action because they did not want to make things worse for the victim. Women (28%) were more likely than men (22%) to nominate this as a reason.

In 21% of cases, the victim asked the bystander not to take any action. Women were more likely than men to cite this as a reason (26% and 18% respectively). Women (19%) were also more likely than men (14%) to say that they did not know what to do.

Men were more likely than women to say that they did not think it was their responsibility to take action (20% and 15% respectively).

Figure 62: Reasons for not taking action after witnessing/hearing about harassment (by gender of witness)



Base: Respondents who witnessed or heard about workplace sexual harassment and did not take action (n=1,827); Men (n=938); Women (n=880).

Chapter 7: Sexual harassment—Trends over time

The 2018 National Survey identified significantly higher rates of sexual harassment in the community and in Australian workplaces than in previous years.

Chapter 7 contains a comparison of the survey results over time. However, caution should be exercised when considering these comparisons, due to changes in methodology since the survey was first conducted in 2003.

7.1 Changes to the National Survey over time

A comparison of the behaviours used to measure the prevalence of sexual harassment in each survey is listed at Appendix C.

(a) The 2003 National Survey

The 2003 National Survey was the first survey of its kind conducted in Australia and involved telephone interviews with 1,006 individuals between 18 and 64 years of age, who were representative of the Australian population in terms of sex, age and area of residence.

Respondents were provided with a simplified legal definition of sexual harassment, as defined in the *Sex Discrimination Act 1984* (Cth). Respondents were asked if they had experienced sexual harassment and, if so, where this had occurred.

If respondents had experienced sexual harassment in the workplace at any time in the last five years, they were asked which of a list of thirteen behaviours likely to constitute sexual harassment they had experienced in their workplace during that time.

(b) The 2008 National Survey

The second sexual harassment national telephone survey was conducted in 2008.

The survey was based on a slightly modified version of the 2003 National Survey questionnaire and involved interviews with 2,005 individuals, who were aged between 18 and 64 years and representative of the Australian population in terms of sex, age and area of residence.

The 2008 Survey was conducted in two tranches. The first tranche was conducted with a sample of 1,005 people. It replicated the 2003 approach in that only those who reported that they had experienced sexual harassment on the basis of the legal definition were asked which of the sexual harassment behaviours they had experienced.

The second tranche was conducted with a sample of 1,000 people. All participants in the second tranche were asked which sexual harassment behaviours they had experienced, regardless of whether they reported experiencing sexual harassment on the basis of the legal definition.

(c) The 2012 National Survey

In 2012, the Commission engaged Roy Morgan Research to conduct the third sexual harassment national telephone survey. As with previous surveys, the 2012 National Survey investigated the prevalence, nature and reporting of sexual harassment in Australian workplaces during the previous five years.

The survey involved interviews with 2,002 individuals aged 15 to 65, who were representative of the Australian population in terms of sex, age and area of residence. This was a change from previous surveys, which had only included individuals aged 18 and over.

The survey instrument used in 2008 was amended to incorporate a number of new questions which measured the consequences of sexual harassment for victims, the presence of repeat and multiple harassers in the workplace, and the consequences for bystanders of taking action after witnessing or learning about sexual harassment.

The number and scope of changes to the survey questionnaire were limited to avoid undermining the analysis of trend data across each wave of the survey.

(d) The 2018 National Survey

The 2018 National Survey largely replicated the approach of the 2012 National Survey but with a slightly modified list of behaviours constituting sexual harassment. The 2018 National Survey was also conducted using a much larger sample than in previous years, surveying 10,272 people in total.

Additional behaviours included in the 2018 National Survey were:

- being followed, watched or someone loitering nearby
- sexually explicit comments on social media
- indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine, and
- sharing or threatening to share intimate images or film of you without your consent.

The 'stalking' behaviours (following, watching, loitering) were added to the 2018 National Survey in light of the results of the Australian Bureau of Statistics' 2016 Personal Safety Survey, which found that a significant number of Australians have experienced this behaviour over the course of their lifetimes (one in six women and one in 15 men since the age of 15).²³

There has been a significant increase in the use of technology and, in particular, social media, since the survey was last conducted in 2012. Additional technology-related behaviours were included in the 2018 National Survey to capture the prevalence of sexual harassment occurring through technology more accurately. Similarly, the Australian Bureau of Statistics' 2016 Personal Safety Survey included additional sexual harassment behaviours related to the use of information and communications technology 'in order to accurately capture emerging trends in experiences of sexual harassment'.²⁴

The first step of the 2018 National Survey involved measuring the respondent's lifetime experience of sexual harassment based on the simplified definition of sexual harassment, as defined in the *Sex Discrimination Act 1984* (Cth). All respondents were then asked if they had experienced any of the sexual harassment behaviours listed.

The list of sexual harassment behaviours was extended in this Survey to a total of sixteen behaviours. Respondents who had been sexually harassed and had participated in the workforce in the previous five years were then asked which, if any, of the behaviours they experienced had occurred in their workplace. The Survey asked respondents to identify which of these behaviours was most recently experienced in the workplace and investigated in detail respondents' experiences with that specific incident.

7.2 Increased media coverage on sexual harassment

Existing research on sexual harassment has found that a respondent's awareness of the issue can impact on reported incidence levels of sexual harassment.²⁵

In the period between the 2012 and 2018 National Surveys there has been a substantial increase in media coverage of issues related to sexual harassment. In particular, the worldwide '#MeToo' movement in the months leading up to the 2018 National Survey resulted in unprecedented media coverage of this issue.

It is very likely that this increase in media coverage has resulted in greater community awareness of sexual harassment. The results of the 2018 National Survey certainly suggest that this is the case, with a much larger proportion of the Australian population reporting they had experienced sexual harassment on the basis of the legal definition provided.

As discussed in section 1.3 of this report, questioning someone about their experiences of sexual harassment by providing them with a definition of sexual harassment and asking whether they have experienced this is thought to underestimate rates of sexual harassment. The reason for this is that the concept of sexual harassment is not necessarily well understood and many people have narrow perceptions of what actually constitutes sexual harassment.²⁶ Although this question does not provide an accurate measure of the prevalence of sexual harassment, it does provide useful information about community awareness of the concept of sexual harassment.

The increase in reporting in the 2018 National Survey suggests there has been an improvement in Australians' understanding of the concept of sexual harassment since the survey was last conducted in 2012.

In 2018, three in five (61%) women indicated that they had experienced some form of sexual harassment at any time or anywhere when provided with the legal definition. This is nearly double the level of sexual harassment reported by women in previous years, with:

- 33% of women in 2012 reporting sexual harassment at some point in their life
- 32% of women in 2008 reporting sexual harassment at some point in their life, and
- 41% of women in 2003 reporting sexual harassment at some point in their life.

Similarly, in 2018, 23% of men indicated that they had experienced some form of sexual harassment when provided with the legal definition. This is nearly double the level of sexual harassment reported by men in previous years, with:

- 8% of men in 2012 reporting sexual harassment at some point in their life
- 9% of men in 2008 reporting sexual harassment at some point in their life, and
- 14% of men in 2003 reporting sexual harassment at some point in their life.

This trend is not confined to Australia. Recent studies from around the world suggest that there has been an increase in the number of women and men reporting experiences of sexual harassment and assault within the last year.

For example, in the United States a new national online survey conducted in January 2018 found that 81% of women and 43% of men said they had experienced sexual harassment or assault over their lifetime—much higher than most previous studies and polls have suggested.²⁷

7.3 An overview of past findings of the National workplace sexual harassment survey

This section provides an overview and comparison of results of the National workplace sexual harassment surveys conducted in 2003, 2008, 2012 and 2018.

Rates of workplace sexual harassment reported in the survey increased significantly in 2018, while other trends, such as low rates of reporting of sexual harassment and the gender of perpetrators of harassment, have remained fairly stable over time.

(a) Legal definition

As discussed earlier in this section, responses to the 'legal definition' of sexual harassment are indicative of community levels of understanding of the concept of sexual harassment.

This has increased significantly in 2018, with 43% of people reporting having been sexually harassed over the course of their lifetime on the basis of the legal definition, compared with 28% of people in 2003, 20% of people in 2008 and 21% of people in 2012.

Among both women and men, the increase over time has also been marked:

- 41% of women reported being sexually harassed on the basis of the legal definition in 2003, compared with 32% of women in 2008, 33% of women in 2012 and 61% of women in 2018.
- 14% of men reported being sexually harassed on the basis of the legal definition in 2003 compared with 8% of men in 2008, 9% of men in 2012 and 23% of men in 2018.

The proportion of people who said that they **had not** experienced sexual harassment on the basis of the legal definition and then went on to report having experienced behaviours likely to constitute sexual harassment has also shifted over time, although to a lesser extent.

In 2008, 22% of people who said they **had not** experienced sexual harassment on the basis of the legal definition then went on to report having experienced behaviours likely to constitute sexual harassment, compared with 18% of people in 2012 and 29% of people in 2018.

(b) Prevalence of workplace sexual harassment

The reported prevalence of workplace sexual harassment in the past five years, on the basis of the behavioural definition of sexual harassment, has increased significantly over time. It is important to recognise that the changes in the survey methodology may have influenced a change in these results.

In 2003, 11% of the population aged 18 to 64 had experienced sexual harassment in the workplace in the past five years, compared with 4% of the population in 2008. In 2012, 21% of the population aged 15 or older had experienced sexual harassment in the workplace in the past five years, compared with 33% in 2018. It is important to note the change in methodology which occurred in 2012, with **all survey respondents** being asked about their experiences of sexual harassment behaviours.

In 2003, 15% of women aged 18 to 64 had experienced sexual harassment in the workplace in the past five years, compared with 25% of women aged 15 years or older in 2012 and 39% of women aged 15 years or older in 2018.

For men, in 2003, 6% of men aged 18 to 64 had experienced sexual harassment in the workplace in the past five years, compared with 16% of men aged 15 years or older in 2012 and 26% of men aged 15 years or older in 2018.

(c) Perpetrators of workplace sexual harassment

The high proportion of sexual harassment perpetrated by men has remained steady over the years. In 2003, 79% of perpetrators of workplace sexual harassment were male, compared with 81% in 2008 and 79% in both 2012 and 2018.

(d) Reporting of workplace sexual harassment

Reporting of workplace sexual harassment has decreased over the years. In 2003, 32% of people who had experienced sexual harassment in the workplace formally reported the experience or made a complaint, compared with 16% of people in 2008, 20% of people in 2012 and 17% of people in 2018.

A substantial proportion of people who made a formal report experienced negative consequences. This has steadily increased over the years of the survey, from 16% in 2003, to 22% in 2008, 29% in 2012, to 43% in 2018. Negative consequences included being labelled a troublemaker, being victimised or ignored by colleagues, being disciplined or resigning.

The rise in negative consequences for workplace sexual harassment complainants over the years of the survey is an alarming finding of the 2018 National Survey.

(e) Bystanders to workplace sexual harassment

The proportion of survey respondents who said they witnessed or heard about the sexual harassment of someone else in the same workplace has increased substantially between 2012 and 2018.²⁸

In 2012, just over one in ten respondents (13%) said they had witnessed or heard about the sexual harassment of another person in the workplace (i.e. were bystanders). In 2018, this figure had almost tripled, to more than one in three people (37%).

The propensity of bystanders to take action, however, has decreased since 2012.

In 2012, half of respondents (51%) who witnessed or heard about the sexual harassment of someone else in their workplace took action in response to the incident. That figure has declined to 35% in 2018.

(f) Overview of past findings of the National workplace sexual harassment survey

	2003 National Survey	2008 National Survey	2012 National Survey	2018 National Survey
Reported experiencing sexual harassment on basis of legal definition (overall)	28%	20%	21%	43%
Reported experiencing sexual harassment on basis of legal definition (women)	41%	32%	33%	61%
Reported experiencing sexual harassment on basis of legal definition (men)	14%	8%	9%	23%
Prevalence of workplace sexual harassment in the past five years (overall)	11%	4%	21%	33%
Prevalence of workplace sexual harassment in the past five years (women)	15%	*Not reported in 2008 survey report	25%	39%
Prevalence of workplace sexual harassment in the past five years (men)	6%	*Not reported in 2008 survey report	16%	26%
Male perpetrators of workplace sexual harassment	79%	81%	79%	79%
People who reported workplace sexual harassment	32%	16%	20%	17%
Bystanders to sexual harassment	*No valid comparator	*No valid comparator	13%	38%
Bystanders to sexual harassment who took action	*No valid comparator	*No valid comparator	51%	35%

Chapter 7: Endnotes

- 23 Australian Bureau of Statistics, 4906.0 Personal Safety, Australia, 2016.
- 24 Australian Bureau of Statistics, 4906.0.55.003 – Personal Safety Survey, Australia: User Guide, 2016.
- 25 Remus Illies, Nancy Hauserman, Susan Schwochau, John Stiball, (2003) *Reported incidence rates of work-related sexual harassment in the United States: Using meta-analysis to explain reported rate disparities*, Personnel Psychology at 607.
- 26 Remus Illies, Nancy Hauserman, Susan Schwochau, John Stiball, (2003) *Reported incidence rates of work-related sexual harassment in the United States: Using meta-analysis to explain reported rate disparities*, Personnel Psychology at 607.
- 27 Stop Street Harassment, *The Facts Behind the #metoo Movement: A National Study on Sexual Harassment and Assault*, February 2018. At <https://gbv.arizona.edu/research-database/facts-behind-metoo-movement-national-study-sexual-harassment-and-assault> (viewed 8 August 2018).
- 28 Comparisons cannot be made with the 2003 and 2008 National Surveys, as in these years respondents were asked only if they had witnessed (i.e. seen) the sexual harassment of others themselves, not if they had heard about it from another person.



Appendices

Appendix A:

Computer Assisted Telephone Interview (CATI) survey questionnaire

RDD INTRODUCTION

Good [Morning/ Afternoon/ Evening]. My name is (SAY NAME) from Roy Morgan Research. We are conducting an important study on behalf of the Australian Human Rights Commission. May I please speak to the youngest male in the household aged 15 and over?

IF NECESSARY, RE-INTRODUCE *We are conducting a social survey about sexual harassment in Australian workplaces on behalf of the Australian Human Rights Commission.*

IF NECESSARY: *The survey will take approximately 12 minutes for most people and will be used for research purposes only. Your answers will remain strictly confidential. You will not be identified in any way in the results. Your answers will be combined with the information from hundreds of other participants across Australia.*

Participation in this survey is completely voluntary, and you can stop or withdraw at any time.

If you find any part of this survey distressing or upsetting I am able to provide you with a list of support services you may wish to speak to.

This study has received ethics approval from the University of Sydney. A copy of the Participant Information Statement, which provides more information about the survey and how your information will be used, is available at: AHRCworkplacesurvey@roymorgan.com.

IF QUERIED ABOUT HOW NAME OR NUMBER WAS SOURCED (I.E. UNLISTED NUMBER) SAY: We are contacting people from all over Australia. A computer has randomly generated numbers for us to phone.

SS SAMPLE INTRODUCTION

Good [Morning/ Afternoon/ Evening]. My name is (SAY NAME) from the Roy Morgan Research. May I please speak to [SAY NAME]?

IF NECESSARY, RE-INTRODUCE *We really appreciate your assistance by taking part in our National Consumer Poll survey and would greatly appreciate your help again. We are conducting a social survey about sexual harassment in Australian workplaces on behalf of the Australian Human Rights Commission.*

IF NECESSARY: *The survey will take approximately 12 minutes for most people and will be used for research purposes only. Your answers will remain strictly confidential. You will not be identified in any way in the results. Your answers will be combined with the information from hundreds of other participants across Australia.*

Participation in this survey is completely voluntary, and you can stop or withdraw at any time.

If you find any part of this survey distressing or upsetting I am able to provide you with a list of support services you may wish to speak to.

This study has received ethics approval from the University of Sydney. A copy of the Participant Information Statement, which provides more information about the survey and how your information will be used, is available at: AHRCworkplacesurvey@roymorgan.com.

ASK ALL:

I1. Would you like to participate?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	CONTINUE
2	No	TERMINATE

IF NECESSARY, SAY: *Is now a good time or would it be more convenient if I made an appointment to speak with you at another time?*

IF NECESSARY, MAKE AN APPOINTMENT.

I2. This call may be monitored by a supervisor for training purposes. Supervisors are bound by the same confidentiality requirements as interviewers. Do you agree to this call being monitored?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	CONTINUE
2	No	ALERT SUPERVISOR TO EXCLUDE FROM MONITORING – CONTINUE

ASK ALL:

S1a. Is your gender...

SINGLE RESPONSE – READ OUT

1	Male	CONTINUE
2	Female	CONTINUE
3	Non Binary	CONTINUE
4	Other	CONTINUE
5	Refused (DO NOT READ)	CONTINUE

PROGRAMMER NOTE – FOR QUOTA PURPOSES, ALLOCATE ANY “OTHER” OR “NON-BINARY” OR “REFUSED” (Code 3, 4 or 5) RESPONSES ALTERNATIVELY AS FEMALE OR MALE.

IF SEX QUOTA FULL, TERMINATE, SAY: *Thank you for your time and assistance but we have spoken to enough people of your gender.*

S1b. Can you please tell me your postcode?

SINGLE RESPONSE – INTERVIEWERS NOTE: DO NOT READ

____ **CODE NUMERIC 1000-9999**

99. Don't know

IF CODE 99 (DON'T KNOW POSTCODE) AT S1B, ASK:

S1ba. What is the name of the suburb or town where you live?

INTERVIEWERS – USE LOOK UP TABLE TO IDENTIFY AND RECORD POSTCODE

IF GEOGRAPHIC QUOTA FULL, TERMINATE, SAY: *Thank you for your time and assistance but we have spoken to enough people in your area.*

ASK ALL

S1c. What is your age?

INTERVIEWER: IF RESPONDENT AGED UNDER 15, ASK FOR YOUNGEST PERSON IN THE HOUSEHOLD WHO IS 15 YEARS OR OLDER – RESTART FROM INTRODUCTION.

1	Record	
99	Refused	

IF CODE 99 (REFUSED AGE) AT S1C, ASK:

S1ca. Would you mind telling me which age group you belong to?

SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT

INTERVIEWER: IF RESPONDENT AGED UNDER 15, ASK FOR YOUNGEST PERSON IN THE HOUSEHOLD WHO IS 15 YEARS OR OLDER – RESTART FROM INTRODUCTION.

1	Under 15 (Unable to speak with 15+ in household)	TERMINATE
2	15-17	GO TO PARPER
3	18-29	CONTINUE
4	30-39	CONTINUE
5	40-49	CONTINUE
6	50-64	CONTINUE
7	65+	CONTINUE
99	Refused (DO NOT READ)	TERMINATE

IF AGE QUOTA FULL, TERMINATE, SAY: *Thank you for your time and assistance but we have spoken to enough people in your age group.*

IF CODE 99 AT S1ca – TERMINATE, SAY: *Thank you for your time and assistance but for this survey we need to know your approximate age.*

IF AGE UNDER 15 AT S1c OR CODE 1 AT S1ca – TERMINATE, SAY: *Thank you for your time and assistance but for this survey we need to speak with people who are at least 15 years old.*

IF AGE 15 TO 17 AT S1c OR CODE 2 AT S1ca – CONTINUE TO PARPER

OTHERWISE, GO TO Q1

PARPER

[Single]

Since you are under 18 years old, we need to get permission from a parent or guardian before continuing with the survey. Could we please speak to a parent or guardian?

INTERVIEWER NOTE: PLEASE WAIT TO SPEAK TO PARENT OR GUARDIAN

Hello my name is _____ and I am calling from Roy Morgan Research.

We are conducting a social survey about sexual harassment in Australian workplaces on behalf of the Australian Human Rights Commission.

We would like to ask for your permission for your child to participate in this survey.

The survey will take approximately 12 minutes for most people and the information they provide will be used for research purposes only. Your child's answers will remain strictly confidential. They will not be able to be identified in any way in the results. Their answers will be combined with the responses from *thousands* of other participants from across Australia.

Participation in this survey is completely voluntary and your child can stop at any time if they do not wish to continue. If your child has experienced sexual harassment, we will ask them questions about this experience.

If your child's responses to this survey disclose any current or past instances of child abuse or neglect, Roy Morgan Research may be legally obliged to report this to relevant government agencies.

This survey has received ethics approval from the University of Sydney, and a copy of the Participant Information Statement, which contains more detailed information about this research, is available at [\(link\)](#).

1 PARENT / GUARDIAN AGREES

2 PARENT / GUARDIAN DOES NOT AGREE

IF PARENT / GUARDIAN AGREES (CODE 1 ON PARPER) SAY:

Thank you for allowing your child to participate. This survey covers important current issues in Australia. The views of your child are very important for this study. If you choose, you can be present while your child completes this survey, but as it is very important that your child is allowed to answer each question by themselves, please do not influence or suggest the answers.

ENDIF

IF PARENT / GUARDIAN DOES NOT AGREE (CODE 2 ON PARPER) SAY:

We respect and understand your reasons for deciding not to allow your child to take part in this survey. Thank you for your assistance.

ASK ALL READ OUT:

This is an important study of the prevalence and impact of sexual harassment. Firstly, I would like to read the definition of Sexual Harassment. I'd like to assure you that your answers to these questions are completely confidential.

"Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which, in the circumstances, a reasonable person, aware of those circumstances, would anticipate the possibility that the person would feel offended, humiliated or intimidated."

Q1. Have you ever personally experienced sexual harassment? This could be at any time or anywhere – NOT just when you are at work?

(If necessary: either at work or elsewhere)?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	CONTINUE
2	No	CONTINUE
3	Don't know	CONTINUE
4	Prefer not to say	CONTINUE

Q3a. Now I would like to ask you about different forms of sexual harassment that some people have experienced. At any time or anywhere, have you ever experienced any of the following behaviours in a way that was unwelcome?

	Yes	No	Don't Know	Prefer not to say
A. Unwelcome touching, hugging, cornering or kissing				
B. Inappropriate staring or leering that made you feel intimidated				
C. Sexual gestures, indecent exposure or inappropriate display of the body				
D. Sexually suggestive comments or jokes that made you feel offended				
E. Sexually explicit pictures, posters or gifts that made you feel offended				
F. Repeated or inappropriate invitations to go out on dates				
G. Intrusive questions about your private life or physical appearance that made you feel offended				
H. Inappropriate physical contact				
I. Being followed, watched or someone loitering nearby				
J. Requests or pressure for sex or other sexual acts				
K. Actual or attempted rape or sexual assault				

Q3b. And have you ever experienced any of the following behaviours in a way that was unwelcome?

	Yes	No	Don't Know	Prefer not to say
M. Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine.				
N. Sexually explicit comments made in emails, SMS messages or on social media				
O. Repeated or inappropriate advances on email, social networking websites or internet chat rooms				
P. Sharing or threatening to share intimate images or film of you without your consent				
Q. Any other unwelcome conduct of a sexual nature that occurred online or via some form of technology. (SPECIFY) _____				

S1d. Have you been in the workforce at any time in the last 5 years?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ. IF RESPONDENT UNSURE, ASK FOR BEST GUESS

1	Yes	
2	No	

IF IN WORKFORCE IN LAST 5 YEARS (CODE 1 AT S1d), ASK:

S1da. And have you been in the workforce in the last 12 months?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ. IF RESPONDENT UNSURE, ASK FOR BEST GUESS

1	Yes	
2	No	

IF NOT IN WORKFORCE IN LAST 5 YEARS (CODE 2 AT S1d) GO TO Q25

IF IN WORKFORCE IN LAST 5 YEARS (Code 1 at S1d) BUT NEVER EXPERIENCED SEXUAL HARASSMENT (NOT YES AT ANY OF ITEM A TO K AT Q3a OR ITEM M TO Q AT Q3b) GO TO Q21

IF IN WORKFORCE IN LAST 5 YEARS (Code 1 at S1d) AND HAS EXPERIENCED SEXUAL HARASSMENT (ANSWERED “YES” FOR ANY OF ITEM A TO K AT Q3a AND/OR ITEM M TO Q AT Q3b), CONTINUE TO Q4a.

Q4a. Now I want to ask you about your experiences of work-related sexual harassment.

IF MORE THAN ONE TYPE OF SEXUAL HARASSMENT (MORE THAN ONE CODE 1 AT Q3A AND/OR Q3B) GO TO Q4A2

IF ONLY ONE TYPE OF SEXUAL HARASSMENT (ONLY ONE CODE 1 AT Q3A AND/OR Q3B) ASK Q4A1

Q4a1. Have you experienced {CASE IN Q3A OR 3B} at work, at a work-related event or while looking for work at any time in the last 5 years?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	
2	No	
3	Don't know	
4	Prefer not to say	

IF EXPERIENCED HARASSMENT IN WORKPLACE IN LAST 5 YEARS (CODE 1 IN q4A1) BUT NOT IN THE WORKFORCE IN THE LAST 12 MONTHS (CODE 2 IN Qs1da) GO TO Q6B2

IF DID NOT EXPERIENCE HARASSMENT IN WORKPLACE IN LAST 5 YEARS, DOES NOT KNOW OR PREFERS NOT TO SAY (CODE 2 OR 3 OR 4 IN Q4A1) GO TO Q21

IF EXPERIENCED HARASSMENT IN WORKPLACE IN LAST 5 YEARS (CODE 1 IN q4A1) AND IN THE WORKFORCE IN THE LAST 12 MONTHS (CODE 1 IN Qs1da) ASK Q4A1A

Q4A1A. And did this happen to you at work, at a work-related event or while looking for work at any time in the last 12 months?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	
2	No	
3	Don't know	
4	Prefer not to say	

IF EXPERIENCED WORKPLACE SEXUAL HARRASSMENT IN LAST 12 MONTHS (CODE 1 IN q4A1A) GO TO Q6b1

IF DID NOT EXPERIENCE WORKPLACE SEXUAL HARRASSMENT IN LAST 12 MONTHS, DOES NOT KNOW OR PREFERS NOT TO SAY (CODE 2 OR 3 OR 4 IN Q4A1) GO TO Q6B2

ASK IF MORE THAN ONE TYPE OF SEXUAL HARASSMENT (MORE THAN ONE CODE 1 AT Q3A AND/OR Q3B

MULTI

DISPLAY ONLY THE CODES SELECTED AT Q3A OR Q3B

Q4a2. Which, if any, of the things you told me about happened to you at work, at a work-related event or while looking for work at in the last five years?

I will read them to you and just tell me the ones that happened at work, at a work-related event or while looking for work in the last 5 years.

Programmer use the following truncated descriptions of the behaviours here and at any later questions calling for this text to be brought forward to question text

- A. touching, hugging, cornering or kissing
- B. staring or leering
- C. sexual gestures, indecent exposure or display of the body
- D. sexually suggestive comments or jokes
- E. sexually explicit pictures, posters or gifts
- F. repeated or inappropriate invitations to go out on dates
- G. intrusive questions about your private life or physical appearance
- H. physical contact
- I. someone following, watching or loitering nearby
- J. requests or pressure for sex or other sexual acts
- K. actual or attempted rape or sexual assault
- M. indecent phone calls or voice messages
- N. sexually explicit comments in emails, SMS messages or on social media
- O. repeated or inappropriate advances on email, social networking websites or internet chat rooms
- P. sharing or threats to share intimate images or film of you
- Q. Insert open text response from Q3b

	INTERVIEWER READ LIST	
97	None of these (DO NOT READ)	
98	Don't know (DO NOT READ)	
99	Prefer not to say (DO NOT READ)	

IF ONLY ONE TYPE OF WORKPLACE SEXUAL HARASSMENT (ONLY ONE CODE 1 AT Q4A2) AND NOT IN THE WORKFORCE IN LAST 12 MONTHS (CODE 2 AT QS1DA) GO TO Q6B2

IF MORE THAN ONE CASE OF WORKPLACE SEXUAL HARASSMENT IN LAST 5 YEARS (MORE THAN ONE CODE 1 AT Q4A2) AND IN THE WORKFORCE IN LAST 12 MONTHS (CODE 1 AT QS1DA) GO TO Q4B2.

IF MORE THAN ONE CASE OF WORKPLACE SEXUAL HARASSMENT IN LAST 5 YEARS (MORE THAN ONE CODE 1 AT Q4A2) BUT NOT IN THE WORKFORCE IN LAST 12 MONTHS (CODE 2 AT QS1DA) GO TO Q5B

IF ONLY ONE TYPE OF WORKPLACE SEXUAL HARASSMENT (ONLY ONE CODE 1 AT Q4A2) AND IN THE WORKFORCE IN LAST 12 MONTHS (CODE 1 AT QS1DA) ASK Q4B1

Q4b1. You said that you had experienced {CASE IN Q4A2} at work, at a work-related event or while looking for work. Did this happen to you in the last 12 months?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	
2	No	
3	Don't know	
4	Prefer not to say	

IF EXPERIENCED WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS (CODE 1 IN Q4B1) GO TO Q6B1

IF DID NOT EXPERIENCED WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS OR DOES NOT KNOW OR PREFERS NOT TO SAY (2 OR 3 OR 4 IN Q4B1) GO TO Q6B2

ASK IF MORE THAN ONE CASE OF WORKPLACE SEXUAL HARASSMENT IN LAST 5 YEARS (MORE THAN ONE CODE 1 AT Q4A2) AND IN THE WORKFORCE IN LAST 12 MONTHS (CODE 1 AT QS1DA)

MULTI

Q4B2. And which, if any, of the things you told me about happened to you at work, at a work-related event or while looking for work in the last 12 months?

I will read them to you and just tell me the ones that happened at work, at a work-related event or while looking for work in the last 12 months?

I will read them to you again and just tell me the ones that happened in the last 12 months.

PROGRAMMER – LIST ONLY THE WORKPLACE-RELATED ITEMS IDENTIFIED AT Q4a2

	INTERVIEWER READ LIST	
97	None of these (DO NOT READ)	
98	Don't know (DO NOT READ)	
99	Prefer not to say (DO NOT READ)	

IF EXPERIENCED ONLY ONE WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS (ONLY ONE CODE 1 IN Q4B2) GO TO Q6B1

IF DID NOT EXPERIENCED WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS OR DOES NOT KNOW OR PREFERS NOT TO SAY (97 OR 98 OR 99 IN Q4B2) GO TO Q5b

IF EXPERIENCED MORE THAN ONE WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS (MORE THAN ONE CODE 1 IN Q4B2) ASK Q5A

Q5a. You've mentioned that you experienced the following behaviours at work or at a work-related event or while looking for work in the last 12 months. Can you please tell me which of these happened to you most recently?

PROGRAMMER – LIST ONLY THE WORKPLACE-RELATED ITEMS IDENTIFIED (CODE 1) AT Q4b2

SINGLE RESPONSE – INTERVIEWER READ OUT

A	Unwelcome touching, hugging, cornering or kissing	
B	Inappropriate staring or leering that made you feel intimidated	
C	Sexual gestures, indecent exposure or inappropriate display of the body	
D	Sexually suggestive comments or jokes that made you feel offended	
E	Sexually explicit pictures, posters or gifts that made you feel offended	
F	Repeated or inappropriate invitations to go out on dates	
G	Intrusive questions about your private life or physical appearance that made you feel offended	
H	Inappropriate physical contact	
I	Being followed, watched or someone loitering nearby	
J	Requests or pressure for sex or other sexual acts	
K	Actual or attempted rape or sexual assault	
M	Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine	
N	Sexually explicit comments made in emails, SMS messages or on social media	
O	Repeated or inappropriate advances on email, social networking websites or internet chat rooms	
P	Sharing or threatening to share intimate images or film of you without your consent	
Q	Insert open text from Q3b	

IF SEXUALLY HARASSING BEHAVIOUR EXPERIENCED AT WORK IN LAST 12 MONTHS (ANY CODE IN Q5A) ASK Q6B1

ASK Q5b IF:

- **MORE THAN ONE CASE OF WORKPLACE SEXUAL HARASSMENT IN LAST 5 YEARS (MORE THAN ONE CODE 1 AT Q4A2) BUT NOT IN THE WORKFORCE IN LAST 12 MONTHS (CODE 2 AT QS1DA); or**
- **DID NOT EXPERIENCE WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS OR DOES NOT KNOW OR PREFERS NOT TO SAY (97 OR 98 OR 99 IN Q4B2)**
- **NO WORK RELATED HARASSMENT IN LAST 12 MONTHS (CODE 2,3 OR 4 FOR EVERY ITEM AT Q4b) AND MORE THAN 1 WORK-RELATED SEXUALLY HARASSING BEHAVIOUR EXPERIENCED AT IN LAST 5 YEARS (CODE 1 FOR MORE THAN 1 ITEM AT Q4a)**

MULTI

Q5b. You've mentioned that you experienced the following behaviours at work, at a work-related event or while looking for work during the last 5 years. Can you please tell me which of these happened to you most recently?

PROGRAMMER – LIST ONLY THE WORKPLACE-RELATED ITEMS IDENTIFIED (CODE 1) AT Q4a2

SINGLE RESPONSE INTERVIEWER READ OUT

A	Unwelcome touching, hugging, cornering or kissing	
B	Inappropriate staring or leering that made you feel intimidated	
C	Sexual gestures, indecent exposure or inappropriate display of the body	
D	Sexually suggestive comments or jokes that made you feel offended	
E	Sexually explicit pictures, posters or gifts that made you feel offended	
F	Repeated or inappropriate invitations to go out on dates	
G	Intrusive questions about your private life or physical appearance that made you feel offended	
H	Inappropriate physical contact	
I	Being followed, watched or someone loitering nearby	
J	Requests or pressure for sex or other sexual acts	
K	Actual or attempted rape or sexual assault	
M	Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine	
N	Sexually explicit comments made in emails, SMS messages or on social media	
O	Repeated or inappropriate advances on email, social networking websites or internet chat rooms	
P	Sharing or threatening to share intimate images or film of you without your consent	
Q	Insert text from other-specify box at Q3b	

IF ONLY ONE SEXUALLY HARASSING BEHAVIOUR EXPERIENCED AT WORK IN LAST 5 YEARS (ANY CODE IN q5B) ASK Q6b2

ASK Q6B1 IF:

- **EXPERIENCED WORKPLACE SEXUAL HARRASSMENT IN LAST 12 MONTHS (CODE 1 IN q4A1A); or**
- **EXPERIENCED WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS (CODE 1 IN Q4B1); or**
- **EXPERIENCED ONLY ONE WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS (ONLY ONE CODE 1 IN Q4B2)**
- **EXPERIENCED SEXUALLY HARASSING BEHAVIOUR WORK IN LAST 12 MONTHS (ANY CODE IN Q5A) ASK Q6B1**

Q6B1 You mentioned that you had experienced {behaviour} at work, at a work-related event or while looking for work at some time in the last 12 months.

Was this sexual harassment a one-off, or had it occurred previously at that same place of work?

PROGRAMMER – IF THE ONLY APPLICABLE BEHAVIOUR RELATES TO CODE Q, PLEASE INSERT THE TEXT FROM THE RELEVANT OTHER-SPECIFY BOX. IF ONLY APPLICABLE BEHAVIOUR RELATES TO CODE K, SUPPRESS THE WORDS “...UNWELCOME AND WAS...” IN QUESTION TEXT

PROGRAMMER DISPLAY TYPE OF BEHAVIOUR:

- IF CODE 1 IN q4A1A DISPLAY TYPE OF HARASSMENT IN q3A OR 3B
- IF CODE 1 IN q4B1 DISPLAY TYPE OF HARASSMENT IN Q4A2
- IF ONLY 1 CODE SELECTED IN Q4B2 DISPLAY TYPE OF HARASSMENT IN Q4B2
- IF ANY CODE IN Q5A DISPLAY TYPE OF HARASSMENT IN Q5A

SINGLE RESPONSE – DO NOT READ

1. One-off
2. Had occurred previously

If one off (Code 1 at Q6b1) GO TO Q6e

IF OCCURRED PREVIOUSLY (CODE 2 AT Q6b1), GO TO Q6c

ASK Q6B2 IF:

- **DID NOT EXPERIENCE WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS, DOES NOT KNOW OR PREFERS NOT TO SAY (CODE 2 OR 3 OR 4 IN Q4A1)**
- **ONLY ONE TYPE OF WORKPLACE SEXUAL HARASSMENT (ONLY ONE CODE 1 AT Q4A2) AND NOT IN THE WORKFORCE IN LAST 12 MONTHS (CODE 2 AT QS1DA)**
- **DID NOT EXPERIENCE WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS OR DOES NOT KNOW OR PREFERS NOT TO SAY (2 OR 3 OR 4 IN Q4B1)**
- **ONLY ONE SEXUALLY HARASSING BEHAVIOUR EXPERIENCED AT WORK IN LAST 5 YEARS (ANY CODE IN Q5B)**

Q6b2. You mentioned that you had experienced {behaviour} at work, at a work-related event or while looking for work at some time in the last 5 years.

Was this sexual harassment a one-off, or had it occurred previously at that same place of work?

PROGRAMMER – IF THE ONLY APPLICABLE BEHAVIOUR RELATES TO CODE Q, PLEASE INSERT THE TEXT FROM THE RELEVANT OTHER-SPECIFY BOX. IF ONLY APPLICABLE BEHAVIOUR RELATES TO CODE K, SUPPRESS THE WORDS “...UNWELCOME AND WAS...” IN QUESTION TEXT.

PROGRAMMER DISPLAY TYPE OF BEHAVIOUR EXPERIENCED:

- IF CODE 2 OR 3 OR 4 IN q4A1 DISPLAY TYPE OF HARASSMENT IN q3A OR 3B
- IF ONE CODE AT Q4A2 AND CODE 2 AT QS1DA DISPLAY TYPE OF HARASSMENT IN Q4A2
- IF CODE 2 OR 3 OR 4 IN q4B1 DISPLAY TYPE OF HARASSMENT IN Q4A2
- IF ANY CODE IN Q5B DISPLAY TYPE OF HARASSMENT IN Q5B

SINGLE RESPONSE – DO NOT READ

1. One-off
2. Had occurred previously

IF OCCURRED PREVIOUSLY (CODE 2 AT Q6b1 or CODE 2 at Q6b2), ASK Q6c

Q6c. For how long had you been experiencing this at this place of work?

SINGLE RESPONSE. READ OUT. IF RESPONDENT UNSURE, ASK FOR BEST GUESS

1	Less than 1 month
2	1 to 3 months
3	4 to 6 months
4	7 to 12 months
5	More than one year but less than two years
6	More than two years
98	Don't know (DO NOT READ)
98	Refused (DO NOT READ)

IF EXPERIENCED ANY WORK-RELATED SEXUALLY HARASSING BEHAVIOUR IN LAST 5 YEARS (CODE 1 AT Q4a1), ASK Q6e

Q6e. How old were you when you experienced the most recent incident of {Behaviour from Q6b1 or Q6b2}?

SINGLE RESPONSE

Interviewer note: If respondent unsure, ask for their best estimate

__ CODE NUMERIC 1-96

99. Don't know

Q6g. And was that as a permanent, casual or temporary employee, or something else?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Permanent	CONTINUE
2	Casual	CONTINUE
3	Temporary	CONTINUE
4	Something else (SPECIFY)	CONTINUE
5	Don't know	CONTINUE
6	Refused	CONTINUE

Q6f. At the time of the most-recent incident, were you working full-time, part-time, looking for work or something else?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Working full-time	CONTINUE
2	Working part-time	CONTINUE
3	Looking for work	CONTINUE
4	Something else (SPECIFY)	CONTINUE
5	Don't know	CONTINUE
6	Refused	CONTINUE

Q7b. When the most recent incident occurred, were you?

MULTIPLE RESPONSE – INTERVIEWER READ OUT. DO NOT READ 'SOMEWHERE ELSE' IF SELECTED ANY CODE ABOVE

1	In a social area for employees – such as a break or lunch room	
2	At a work social event – such as after-work drinks or a function	
3	At your work station / where you work	
4	In a meeting – i.e. with more than two attendees	
5	In a one-on-one meeting	
6	At a work retreat or offsite meeting	
7	In a work-provided facility – such as a bathroom or change room	
8	Somewhere else (SPECIFY)	
98	Don't know (DO NOT READ)	
99	Refused (DO NOT READ)	

Q7ca. How many people were directly involved in subjecting you to this most recent incident?

1	Record	
98	Don't know	
99	Prefer not to say	

IF 2 OR MORE HARASSERS AT Q7CA, OR DON'T KNOW OR PREFER NOT TO SAY, GO TO Q8AA

IF ONE HARRASSER AT Q7c, ASK

Q8a. Was the harasser male, female or another gender?

SINGLE RESPONSE – DO NOT READ

1	Male	CONTINUE
2	Female	CONTINUE
3	Another gender	CONTINUE
98	Don't know	CONTINUE
99	Prefer not to say	CONTINUE

Q8b. About how old was the harasser?

SINGLE RESPONSE – INTERVIEWER NOTE: READ LIST IF REQUIRED

1	15-20 years	CONTINUE
2	21-30 years	CONTINUE
3	31-40 years	CONTINUE
4	41-50 years	CONTINUE
5	51-64 years	CONTINUE
6	65+ years	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE
98	Prefer not to say (DO NOT READ)	CONTINUE

Q8c. Was the harasser...

SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT UNTIL SELECTION MADE

1	The head of your workplace or organisation – such as the CEO, business owner or similar	
2	Your direct manager or supervisor at work	
3	Another manager or supervisor at work	
4	A co-worker who was more senior	
5	A co-worker at the same level as you	
6	A client or customer	
7	Someone else associated with your workplace	
97	Anyone else (SPECIFY) _____	
98	Don't know (DO NOT READ)	
98	Prefer not to say (DO NOT READ)	

IF 2 OR MORE HARASSERS AT Q7CA, OR DON'T KNOW OR PREFER NOT TO SAY, ASK

Q8aa. Were any of the harassers ...?

MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	Males	
2	Females	
3	Another gender	
98	Don't know (DO NOT READ)	
99	Prefer not to say (DO NOT READ)	

Q8ba. Were any of the harassers in the following age groups?

MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT. IF RESPONDENT UNSURE ABOUT AGE OF HARASSERS, ASK FOR THEIR BEST ESTIMATE.

1	15-20 years	CONTINUE
2	21-30 years	CONTINUE
3	31-40 years	CONTINUE
4	41-50 years	CONTINUE
5	51-64 years	CONTINUE
6	65+ years	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE
99	Prefer not to say (DO NOT READ)	CONTINUE

Q8ca. What was the relationship of the various harassers to you? Were any of them...

MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT ENTIRE LIST

1	The head of your workplace or organisation – such as the CEO or business owner	
2	Your direct manager or supervisor at work	
3	Another manager or supervisor at work	
4	A co-worker who was more senior	
5	A co-worker at the same level as you	
6	A client or customer	
7	Others associated with your workplace	
97	Anyone else (SPECIFY) _____	
98	Don't know (DO NOT READ)	
99	Prefer not to say (DO NOT READ)	

ASK IF EXPERIENCED SEXUAL HARASSMENT AT WORK IN LAST 5 YEARS (CODE 1 AT Q4a1)

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

Q8d. Did anyone else see this most recent incident of harassment?

1	Yes	
2	No	
3	Don't know	
4	Prefer not to say	

IF NONE ELSE SAW THE INCIDENT OR THEY DON'T KNOW, PREFER NOT TO SAY OR REFUSED (CODES 2 OR 3 OR 4 IN Q8d) GO TO Q9A

ASK IF ANYONE ELSE SAW THIS INCIDENT (CODE 1 IN Q8d)

Q8d1. How many people would you say saw it happen?

1	Specify	
2	Don't know	
3	Prefer not to say	

Q8E. Who were the people who saw it happen? Were any of them...

MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT ENTIRE LIST

1	The head of your workplace or organisation – such as the CEO or business owner	
2	Your direct manager or supervisor at work	
3	Another manager or supervisor at work	
4	A co-worker who was more senior	
5	A co-worker at the same level as you	
6	A client or customer	
7	Others associated with your workplace	
97	Anyone else (SPECIFY) _____	
98	Don't know (DO NOT READ)	
99	Prefer not to say (DO NOT READ)	

Q8f. Did anyone who saw you being harassed try and intervene?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	
2	No	
3	Don't know	
4	Prefer not to say	

Q8F1. Did anyone who saw the harassment do any of the following ...?

MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT ENTIRE LIST

1	Talk to the harasser about the incident	
2	Report the harassment to your employer	
3	Talk to you about the incident	
4	Offer advice to you	
96	Take any other action (SPECIFY)	
97	None of these (SINGLE)	
98	Don't know (DO NOT READ)	
99	Prefer not to say (DO NOT READ)	

ASK IF EXPERIENCED SEXUAL HARASSMENT AT WORK IN LAST 5 YEARS (CODE 1 AT Q4a1)

Q9a. On a scale of 1 to 5, where 1 means not at all offended and 5 means extremely offended, overall how offended did the most recent incident of work-related harassment make you feel?

SINGLE RESPONSE – INTERVIEWER NOTE: REPEAT SCALE IF NECESSARY

Not at all offended				Extremely offended	Don't know (DO NOT READ)
1	2	3	4	5	6

Q9b. On a scale of 1 to 5, where 1 means not at all intimidated and 5 means extremely intimidated, overall how intimidated did the most recent incident of work-related harassment make you feel?

SINGLE RESPONSE – INTERVIEWER NOTE: REPEAT SCALE IF NECESSARY

Not at all intimidated				Extremely intimidated	Don't know (DO NOT READ)
1	2	3	4	5	6

Q9d. Thinking about the consequences of the most recent incident on you, would you say:

MULTIPLE RESPONSES – INTERVIEWER NOTE: READ OUT ENTIRE LIST

RANDOMISE ORDER OF ITEMS 1 TO 6

1	It negatively impacted on your employment, career or work	
2	It had negative financial consequences for you	
3	It impacted negatively on your relationships with your partner, children, friends or family	
4	It impacted negatively on your self-esteem and confidence	
5	It impacted negatively on your health and general well-being	
6	It impacted negatively on your mental health, or caused you stress	
7	There were some other consequences from this harassment on you (SPECIFY)	
8	There were no long term consequences for you	
98	Don't know (DO NOT READ OUT)	
99	Prefer not to say (DO NOT READ OUT)	

Q10a. Has anyone else in that same place of work experienced {behaviour from Q6b1 or Q6b2} in a way that was unwelcome and associated with their employment?

PROGRAMMER – IF APPLICABLE BEHAVIOUR RELATES TO:

- **CODE K, SUPPRESS THE WORDS “...WAS UNWELCOME AND” IN QUESTION TEXT**
- **CODE P, CHANGE DISPLAYED BEHAVIOR TEXT TO “SHARING OR THREATS TO SHARE IMAGES OR FILM OF THEM”**

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	CONTINUE
2	No	GO TO 10C
3	Don't know	GO TO 10C
4	Prefer not to say	GO TO 10C

IF CODE 1 ON Q10A AND THERE ONLY ONE PERSON DIRECTLY INVOLVED IN HARASSING THE RESPONDENT TO THE MOST RECENT INCIDENT (AT Q7ca), ASK:

Q10b. And was the harasser the same person who harassed you?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	CONTINUE
2	No	CONTINUE
3	Don't know	CONTINUE
4	Prefer not to say	CONTINUE

IF CODE 1 ON Q10A AND THERE WAS MORE THAN ONE PERSON DIRECTLY INVOLVED IN HARASSING THE RESPONDENT TO THE MOST RECENT INCIDENT (AT Q7ca) OR NUMBER IS UNKNOWN OR PREFER NOT TO SAY (CODE 98 or 99 at Q7ca, ASK Q10B1

Q10b1. And were any of these harassers the same people who harassed you?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	CONTINUE
2	No	CONTINUE
3	Don't know	CONTINUE
4	Prefer not to say	CONTINUE

ASK IF EXPERIENCED SEXUAL HARASSMENT AT WORK IN LAST 5 YEARS (CODE 1 AT Q4a1)

Q10c. Thinking about your workplace at the time of the most recent incident, would you say that this type of behaviour was very rare, rare, occurred sometimes or was common?

SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT. REPEAT SCALE IF NECESSARY

1	Very rare	CONTINUE
2	Rare	CONTINUE
3	Occurred sometimes	CONTINUE
4	Common	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE
99	Prefer not to say (DO NOT READ)	CONTINUE

Q11. Did you make a formal report or complaint about the most recent incident of sexual harassment?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	CONTINUE
2	No	GO TO Q12
3	Prefer not to say	GO TO Q12

IF MADE REPORT (CODE 1 ON Q11), ASK:

Q11a. To which of the following did you report the incident to?

MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	The head of your workplace organisation – CEO, business owner	
2	Your direct manager or supervisor at work	
3	Another manager or supervisor at work	
4	The Human Resources Manager or equivalent at work	
5	An Equity or Sexual Harassment Contact Officer at work	
6	A co-worker	
7	A union or employee representative	
8	A lawyer or legal service	
9	The Australian Human Rights Commission or to a state or territory anti-discrimination agency	
10	The Fair Work Ombudsman	
11	The Police	
97	Somewhere else (SPECIFY) _____	
98	Don't know (DO NOT READ OUT)	
99	Prefer not to say (DO NOT READ OUT)	

Q11b. What was the time period between when the harassment began and when you first reported it?

SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	Same day or next working day	CONTINUE
2	Less than 1 month (but not straight away)	CONTINUE
3	1 to 3 months	CONTINUE
4	4 to 6 months	CONTINUE
5	More than 6 months	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE
98	Prefer not to say (DO NOT READ)	CONTINUE

Q11c. Has your complaint been finalised yet?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

- 1. Yes
- 2. No
- 98. Don't know
- 99. Refused

IF FINALISED (CODE 1 AT Q11c), ASK**Q11ca. How was your complaint finalised?****MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT**

1	Between your organisation's head and you	
2	Between your direct manager or supervisor and you	
3	With another manager or supervisor at work	
4	With your union's involvement	
5	With the involvement of the Australian Human Rights Commission or state or territory anti-discrimination agency	
6	By your legal representative / lawyer	
7	In Court	
97	In some other way (SPECIFY) _____	
98	Don't know (DO NOT READ)	
98	Prefer not to say (DO NOT READ)	

Q11d. How long did it take to finalise your complaint? Was it...**SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT**

1	Same day or next working day	CONTINUE
2	Less than 1 month (but not straight away)	CONTINUE
3	1 to 3 months	CONTINUE
4	4 to 6 months	CONTINUE
5	7 to 12 months	CONTINUE
6	More than 12 months	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE
98	Prefer not to say (DO NOT READ)	CONTINUE

IF MADE REPORT (CODE 1 ON Q11), ASK:**Q11e. Did any of the following things occur as a result your complaint?****MULTIPLE RESPONSES – INTERVIEWER NOTE: READ LIST. DO NOT READ "THERE WERE NO CONSEQUENCES FOR YOU" IF SELECTED ANY OF CODES 1-15****RANDOMISE ORDER OF ITEMS 1 TO 14**

1	Your employer apologised for failing to prevent the harassment	
2	Your employer paid you compensation because of the harassment.	
3	The harassment stopped	

4	You received positive feedback for making the complaint	
5	Your shifts were changed	
6	You were transferred	
7	You resigned	
9	You were dismissed or lost your job	
10	You were demoted	
11	You were disciplined	
12	You were denied workplace opportunities, such as training or promotion	
13	You were ostracised, victimised, ignored by colleagues	
14	You were labelled a trouble-maker	
15	There were some other consequences for you (SPECIFY)	
16	There were no consequences for you (SINGLE)	
98	Don't know (DO NOT READ)	
99	Prefer not to say (DO NOT READ)	

IF MADE REPORT (CODE 1 ON Q11), ASK:

Q11f. Did any of the following things happen to your {harasser / harassers} following your complaint?

PROGRAMMER – VARIABLE TEXT BASED ON RESPONSE AT Q7c

MULTIPLE RESPONSES – INTERVIEWER NOTE: READ OUT. DO NOT READ “THERE WERE NO CONSEQUENCES FOR THE HARASSER” IF SELECTED ANY OF CODES 1-9 ABOVE

RANDOMISE ORDER OF ITEMS 1 TO 8

1	They were disciplined	
2	They were formally warned	
3	They were informally spoken to	
4	They were transferred	
5	The had their shifts changed	
6	They resigned	
7	They apologised	
8	They paid you compensation	
9	There were some other consequences for the harasser (SPECIFY)	
10	There were no consequences for the harasser	
98	Don't know (DO NOT READ)	
99	Prefer not to say (DO NOT READ)	

IF MADE REPORT (CODE 1 ON Q11), ASK:

Q11g. Did any of the following happen at your organisation as a result of your complaint?

MULTIPLE RESPONSES – INTERVIEWER NOTE: READ OUT. DO NOT READ “THERE WERE NO CHANGES AT THE ORGANISATION” IF SELECTED ANY OF CODES 1-4 ABOVE

1	Your employer developed or changed the existing policy on sexual harassment	
2	Your employer changed a practice or procedure – for example, the complaints procedure.	
3	Your employer implemented training or education	
4	There were some other changes at your organisation following your complaint (SPECIFY)	
5	There were no changes at the organisation following your complaint (SINGLE)	
98	Don't know (DO NOT READ)	
99	Prefer not to say (DO NOT READ)	

IF COMPLAINT FINALISED (CODE 1 AT Q11c) ASK

Q11h. On a scale of 1 to 5, where 1 means not at all satisfied and 5 means extremely satisfied, how would you rate the overall process of dealing with your complaint?

SINGLE RESPONSE – INTERVIEWER NOTE: REPEAT SCALE IF NECESSARY

Not at all satisfied				Extremely satisfied	Don't know (DO NOT READ)
1	2	3	4	5	6

IF EXPERIENCED ANY WORK-RELATED SEXUALLY HARASSING BEHAVIOUR IN LAST 5 YEARS (CODE 1 AT Q4a1), ASK

Q12. Did you seek any {other form of} support or advice about the most recent incident of sexual harassment?

PROGRAMMER NOTE – DISPLAY VARIABLE TEXT IF MADE COMPLAINT / REPORT (CODE 1 AT Q11)

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	
2	No	
3	Prefer not to say	

IF CODE 1 ON Q12, ASK:

Q12a. Did you seek support or advice from any of the following?

MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	Friends or family	
2	The head of your workplace or organisation – such as the CEO or business owner	
3	Your direct manager or supervisor at work	
4	Another manager or supervisor at work	
5	The Human Resources Manager or equivalent at work	
6	An Equity or Sexual Harassment Contact Officer at work	
7	A co-worker more senior than you	
8	A co-worker or peer at the same level as you	
9	A union or employee representative	
10	A lawyer or legal service	
11	Australian Human Rights Commission or a State or Territory anti-discrimination Agency	
12	A counsellor or psychologist	
13	The internet (including search engines such as Google and Yahoo)	
14	A community-based or religious service	
15	The Fair Work Ombudsman	
16	The Police	
97	Somewhere else (SPECIFY) _____	
98	Don't know (DO NOT READ)	
99	Prefer not to say (DO NOT READ)	

IF DID NOT MAKE COMPLAINT (CODE 2 AT Q11) OR DID NOT SEEK SUPPORT (CODE 2 AT Q12) ASK Q12b

Q12b. People decide not to seek support or make a complaint for many different reasons.

Which of the following were reasons why you did not seek support or advice or make a report or complaint about the most recent incident of sexual harassment? (CODE 2 ON Q11 AND CODE 2 ON Q12)

OR

Which of the following were reasons why you did not seek {any other form of} support or assistance about the most recent incident of sexual harassment? (CODE 2 ON Q12 BUT NOT CODE 2 ON Q11) Programmer – insert variable question text if Code 2 on Q12 and Code 1 on Q11.

OR

Which of the following were reasons why you did not make a report or complaint about the most recent incident of sexual harassment? (CODE 2 ON Q11 BUT NOT CODE 2 ON Q12)

MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT. DO NOT READ “NONE OF THESE” IF SELECTED ANY OF CODES 1-8 ABOVE

PROGRAMMER NOTE – DO NOT DISPLAY CODES 1, 2, 5 and 7 IF MADE COMPLAINT (CODE 1 AT Q11)

1	I wasn't aware of how the complaint process worked or who to report to		
2	My family friends or co-workers advised me not to make a complaint		
3	It was easier to keep quiet		
4	I thought I would not be believed		
5	I thought the complaint process would be embarrassing or difficult		
6	I thought it would not change things or that nothing would be done		
7	Lack of confidentiality of the complaint process		
8	I was too scared or frightened		
97	None of these (DO NOT READ OUT) (SINGLE)		
98	Don't know (DO NOT READ OUT)		
99	Prefer not to say (DO NOT READ OUT)		

Q12b1. And which, if any, of the following are reasons why you did not {seek support or advice / seek support or advice or make a report or complaint / make a report or complaint} in relation to the most recent incident of sexual harassment?

MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT

PROGRAMMER – INSERT VARIABLE TEXT AS FOLLOWS {if code 2 at Q12 and not code 2 at Q11 / if code 2 at Q11 and code 2 at Q12 / if code 2 at Q11 and not code 2 at Q12}

N	I thought I would be blamed		
O	I thought people would think I was over-reacting		
P	I thought I would get fired		
Q	I was afraid for my career aspirations		
S	I feared negative consequences for the person or people who harassed me		
T	I moved to another place of work		
U	The person or people who harassed me were already being dealt with		
V	I didn't think it was serious enough Why did you think it was not serious enough? (SPECIFY) _____		
W	Took care of the problem myself How did you take care of it? (SPECIFY)		
X	Any another reason (SPECIFY) _____		

IF EXPERIENCED ANY WORK-RELATED SEXUALLY HARASSING BEHAVIOUR IN LAST 5 YEARS (CODE 1 AT Q4a1), ASK

Now I would like you to think specifically about your workplace when the most recent incident of sexual harassment took place.

Q15. How many people worked at your organisation at that time – in the total organisation, not just at your workplace?

SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT. IF RESPONDENT UNSURE, ASK THEM TO MAKE BEST GUESS.

1	1 to 4	CONTINUE
2	5 to 19	CONTINUE
3	20 to 199	CONTINUE
4	200 or more	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE
99	Refused (DO NOT READ)	CONTINUE

Q20. Did your workplace at that time contain...

INTERVIEWER NOTE: READ OUT IF RESPONDENT UNSURE, ASK THEM TO MAKE BEST GUESS.

1	Mainly men	CONTINUE
2	Mainly women	CONTINUE
3	Roughly equal numbers of men and women	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE
99	Refused (DO NOT READ)	CONTINUE

Q18a. In what industry did the most recent incident of sexual harassment take place?

SINGLE RESPONSE – INTERVIEWER NOTE: IF NECESSARY, READ OUT

1	Agriculture, Forestry and Fishing	CONTINUE
2	Mining	CONTINUE
3	Manufacturing	CONTINUE
4	Electricity, Gas, Water and Waste Services	CONTINUE
5	Construction	CONTINUE
6	Wholesale Trade	CONTINUE
7	Retail Trade	CONTINUE
8	Accommodation and Food Services	CONTINUE
9	Transport, Postal and Warehousing	CONTINUE

10	Information, Media and Telecommunications	CONTINUE
11	Financial and Insurance Services	CONTINUE
12	Rental, Hiring and Real Estate Services	CONTINUE
13	Professional, Scientific and Technical Services	CONTINUE
14	Administrative and Support Services	CONTINUE
15	Public Administration and Safety	CONTINUE
16	Education and Training	CONTINUE
17	Health Care and Social Assistance	CONTINUE
18	Arts and Recreation Services	CONTINUE
19	Australian Defence Force	GO TO Q19
20	Personal Services	GO TO Q19
21	Other Services	GO TO Q19
97	Other (SPECIFY) _____ (DO NOT READ)	GO TO Q19
98	Don't know (DO NOT READ)	GO TO Q19
99	Refused (DO NOT READ)	GO TO Q19

IF INDUSTRY CODE 1-18 AT Q18a, ASK Q18b

PROGRAMMER – DISPLAY MAIN ACTIVITY FOR INDUSTRY IN Q18a AT Q18B, ALONG WITH ADDITIONAL CODES (FOR ANY INDUSTRY) FOR “OTHER”, “DON'T KNOW” and “PREFER NOT TO SAY”

18B	And which best describes the main activity at this location? Would it be ...
------------	--

Agriculture, Forestry and Fishing

- 01 Agriculture
- 02 Aquaculture
- 03 Forestry and Logging
- 04 Fishing, Hunting and Trapping
- 05 Agriculture, Forestry and Fishing Support Services

Mining

- 06 Coal Mining
- 07 Oil and Gas Extraction
- 08 Metal Ore Mining
- 09 Non-Metallic Mineral Mining and Quarrying
- 10 Exploration and Other Mining Support Services

Manufacturing

- 11 Food Product Manufacturing
- 12 Beverage and Tobacco Product Manufacturing
- 13 Textile, Leather, Clothing and Footwear Manufacturing
- 14 Wood Product Manufacturing
- 15 Pulp, Paper and Converted Paper Product Manufacturing
- 16 Printing (including the Reproduction of Recorded Media)
- 17 Petroleum and Coal Product Manufacturing
- 18 Basic Chemical and Chemical Product Manufacturing
- 19 Polymer Product and Rubber Product Manufacturing
- 20 Non-Metallic Mineral Product Manufacturing
- 21 Primary Metal and Metal Product Manufacturing
- 22 Fabricated Metal Product Manufacturing
- 23 Transport Equipment Manufacturing
- 24 Machinery and Equipment Manufacturing
- 25 Furniture and Other Manufacturing

Electricity, Gas, Water and Waste Services

- 26 Electricity Supply
- 27 Gas Supply
- 28 Water Supply, Sewerage and Drainage Services
- 29 Waste Collection, Treatment and Disposal Services

Construction

- 30 Building Construction
- 31 Heavy and Civil Engineering Construction
- 32 Construction Services

Wholesale Trade

- 33 Basic Material Wholesaling
- 34 Machinery and Equipment Wholesaling
- 35 Motor Vehicle and Motor Vehicle Parts Wholesaling
- 36 Grocery, Liquor and Tobacco Product Wholesaling
- 37 Other Goods Wholesaling
- 38 Commission-Based Wholesaling

Retail Trade	39 Motor Vehicle and Motor Vehicle Parts Retailing 40 Fuel Retailing 41 Food Retailing 42 Other Store-Based Retailing 43 Non-Store Retailing and Retail Commission-Based Buying and/or Selling
Accommodation and Food Services	44 Accommodation 45 Food and Beverage Services
Transport, Postal and Warehousing	46 Road Transport 47 Rail Transport 48 Water Transport 49 Air and Space Transport 50 Other Transport 51 Postal and Courier Pick-Up and Delivery Services 52 Transport Support Services 53 Warehousing and Storage Services
Information Media and Telecommunications	54 Publishing (except Internet and Music Publishing) 55 Motion Picture and Sound Recording Activities 56 Broadcasting (except Internet) 57 Internet Publishing and Broadcasting 58 Telecommunications Services 59 Internet Service Providers, Web Search Portals and Data Processing Services 60 Library and Other Information Services
Financial and Insurance Services	62 Finance 63 Insurance and Superannuation Funds 64 Auxiliary Finance and Insurance Services
Rental, Hiring and Real Estate Services	66 Rental and Hiring Services (except Real Estate) 67 Property Operators and Real Estate Services
Professional, Scientific and Technical Services	69 Professional, Scientific and Technical Services (Except Computer System Design and Related Services) 70 Computer System Design and Related Services
Administrative and Support Services	72 Administrative Services 73 Building Cleaning, Pest Control and Other Support Services
Public Administration and Safety	75 Public Administration 76 Defence 77 Public Order, Safety and Regulatory Services
Education and Training	80 Preschool and School Education 81 Tertiary Education 82 Adult, Community and Other Education

Health Care and Social Assistance

- 84 Hospitals
- 85 Medical and Other Health Care Services
- 86 Residential Care Services
- 87 Social Assistance Services

Arts and Recreation Services

- 89 Heritage Activities
- 90 Creative and Performing Arts Activities
- 91 Sports and Recreation Activities
- 92 Gambling Activities

97. OTHER**98. DON'T KNOW****99. PREFER NOT TO SAY****IF EXPERIENCED ANY WORK-RELATED SEXUALLY HARASSING BEHAVIOUR IN LAST 5 YEARS (CODE 1 AT Q4a1), ASK****Q19. What was your occupation at the time of the most recent incident of sexual harassment?****SINGLE RESPONSE – INTERVIEWER NOTE: IF NECESSARY, READ OUT**

1	Professional Worker – lawyer, doctor, scientist, teacher, engineer, nurse, accountant, investment banker, stock brokerage, marketing, musician	CONTINUE
2	Manager, Executive or Official – in a business, government agency, or other organization	CONTINUE
3	Business Owner – such as a store, factory, plumbing contractor, etc.	CONTINUE
4	Clerical or Office Worker – in business, government agency, or other type of organization – such as a typist, secretary, postal clerk, telephone operator, computer operator, data entry, bank clerk, etc.	CONTINUE
5	Sales Worker – clerk in a store, door-to-door salesperson, sales associate	CONTINUE
6	Manufacturer's Representative – outside sales person, sales representative	CONTINUE
7	Service Worker – policeman / woman, fireman, waiter or waitress, maid, nurse's aide, attendant, barber or beautician, fast-food	CONTINUE
8	Skilled Tradesman – printer, baker, tailor, electrician, machinist, linesman, railroad engineer, plumber, or does mechanical work such as garage mechanic, carpenter, etc.	CONTINUE
9	Semi-skilled Worker – operates a machine in a factory, is an assembly line worker in a factory, drives a truck, taxi cab, or bus, etc.	CONTINUE
10	Unskilled / Labourer / Elementary Occupations – plumber's helper, construction labourer, longshoreman, sanitation worker, maintenance, housekeeping, or other physical work	CONTINUE
11	Technology professional – web designer, network administrator, systems engineer, programmer, systems analyst, Internet, IT	CONTINUE
12	Agriculture and Fishery Workers	CONTINUE
13	Home Duties	CONTINUE
14	Retired / Pensioner	CONTINUE
15	Student	CONTINUE

97	Other (SPECIFY) _____ (DO NOT READ)	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE
99	Refused (DO NOT READ)	CONTINUE

ASK IF IN WORKPLACE IN LAST 5 YEARS (CODE 1 at S1d)

The next question is about any sexual harassment of another person that may have occurred at any of your workplaces over the last 5 years

Q21. Have you...

MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	Observed or witnessed such sexual harassment yourself?	YES/NO/DK/PNTS
2	Heard about it directly from a person who was sexually harassed	
3	Heard about it from people other than the person who was sexually harassed	

IF WITNESSED OR HEARD ABOUT HARASSMENT (CODE 1 AT Q21_1 to Q21_3) ASK

Q22. Now I would like you to think about the most recent incident of sexual harassment you witnessed or heard about at your workplace. Did you take any action in relation to the most recent incident of workplace sexual harassment that you witnessed or heard about?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1. Yes
2. No
3. Prefer not to say

IF WITNESSED OR HEARD ABOUT SEXUAL HARASSMENT AND TOOK ACTION (CODE 1 AT Q22), ASK

Q22a. Which of the following actions did you take after witnessing or hearing about this most recent incident of sexual harassment? Did you...

MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT

		1	2	3	4
		Yes	No	Don't know	Prefer not to say
A	Speak with the harasser				
B	Report the harassment to your employer				
C	Talk with or listen to the victim about the incident				
D	Offer advice to the victim				
E	Take any other action (SPECIFY) _____				

Q23. Did any of the following things occur as a result you taking action in relation to this most recent incident of sexual harassment?

MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT

RANDOMISE RESPONSE ITEMS 1 TO 9

PROGRAMMER – IF YES AT ANY OF CODES 1 to 10, MAKE CODE 11 = ‘NO’

		YES/NO/DK/PFNS
1	You received positive feedback for making the complaint	
2	You were disciplined	
3	You were transferred or changed shifts	
4	You resigned	
5	You were dismissed	
6	The harassment stopped	
7	You were demoted	
8	You were ostracised, victimised, ignored by colleagues	
9	You were labelled a trouble maker	
10	There were some other consequences for you (SPECIFY)	
11	There were no consequences for you	

ASK IF WITNESSED OR HEARD ABOUT HARASSMENT BUT DID NOT TAKE ACTION (CODE 2 AT Q22)

Q24. People may decide not to take action after witnessing sexual harassment for many different reasons. For each of the following, please indicate whether or not it was a reason why you decided not to take any action about the most recent incident of sexual harassment you witnessed?

MULTIPLE RESPONSE – READ OUT

RANDOMISE RESPONSE ITEMS 1 TO 8

1. I didn't want to make things worse for the person who was being sexually harassed
2. I was worried about the negative impact that taking action might have on me, such as my career or safety
3. I didn't think it was serious enough to intervene
4. I didn't think it was my responsibility
5. I knew that other people were supporting and assisting the person
6. I didn't know what to do
7. I didn't want to get involved
8. The person being sexually harassed asked me not to take any action
9. Any other reasons **(please specify)**
10. Don't know **(DO NOT READ OUT)**
11. Prefer not to say **(DO NOT READ OUT)**

ASK ALL

Now, just a few questions about your current situation...

Q25. If you needed any information about sexual harassment, which of the following would you be likely to go to...

MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT

		YES/NO/DK/PFNS
A	Friends or family	
B	Social media	
C	The Internet, including search engines such as Google or Yahoo	
D	The head of your workplace or organisation	
E	Your direct manager / supervisor	
F	Another manager or supervisor at work	
G	The Human Resources Manager or equivalent at work	
H	The Equity or Sexual Harassment Contact Officer at work	
I	A co-worker more senior than you	
J	A co-worker or peer at the same level as you	
K	A union or employee representative	
L	A lawyer or legal service	
M	The Australian Human Rights Commission or a state or territory anti-discrimination agency	
N	The library	
O	A counsellor or psychologist	
P	Other (SPECIFY) _____	

Q27. What is your total annual HOUSEHOLD income from all sources before taxes? Would it be...

SINGLE RESPONSE – INTERVIEWER NOTE: READ LIST

1	Less than \$15,000 per year	CONTINUE
2	\$15,000 up to \$24,999 per year	CONTINUE
3	\$25,000 up to \$34,999 per year	CONTINUE
4	\$35,000 up to \$44,999 per year	CONTINUE
5	\$45,000 up to \$55,999 per year	CONTINUE
6	\$55,000 up to \$74,999 per year	CONTINUE
7	\$75,000 up to \$99,999 per year	CONTINUE
8	\$100,000 up to \$149,999 per year	CONTINUE
9	\$150,000 up to \$199,999 per year	CONTINUE
10	\$200,000 and over	CONTINUE

98	Don't know (DO NOT READ)	CONTINUE
99	Refused (DO NOT READ)	CONTINUE

S1e. Are you of Aboriginal and/or Torres Strait Islander descent?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ – PROMPT IF NECESSARY (I.E. IF SAYS ‘YES’ ASK “ARE YOU ABORIGINAL, TORRES STRAIT ISLANDER OR BOTH?”)

1	Aboriginal	CONTINUE
2	Torres Strait Islander	CONTINUE
3	Both	CONTINUE
4	No	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE
99	Prefer not to say (DO NOT READ)	CONTINUE

S2. What is the main language spoken at home?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ LIST

1	English	CONTINUE
2	Italian	CONTINUE
3	Greek	CONTINUE
4	Cantonese	CONTINUE
5	Mandarin	CONTINUE
6	Arabic	CONTINUE
7	Vietnamese	CONTINUE
8	Hindi	CONTINUE
9	Punjabi	CONTINUE
10	Spanish	CONTINUE
11	Urdu	CONTINUE
97	Other (SPECIFY) _____	CONTINUE
98	Don't know	CONTINUE
99	Prefer not to say	CONTINUE

Q3. Do you have a disability? DO NOT READ

1	Yes	CONTINUE
2	No	CONTINUE
3	Prefer not to say	CONTINUE

S1. I am now going to ask you some questions about your sexual orientation and intersex status.

If you are not comfortable responding to these questions, please just let me know and will move on.

Any information you do provide here or elsewhere in the survey will be kept confidential and will not be used to identify you in any way.

INTERVIEWER NOTE: IF RESPONDENT INDICATES THEY ARE UNWILLING TO ANSWER THE QUESTIONS AT THIS POINT (I.E.) BEFORE THE QUESTIONS ARE READ OUT TO THEM), SELECT 'PREFER NOT TO SAY' AT THE NEXT 2 QUESTIONS.

S1a. Which of the following best describes your sexual orientation (READ LIST)

1	Straight or heterosexual	CONTINUE
2	Gay	CONTINUE
3	Lesbian	CONTINUE
4	Bisexual	CONTINUE
5	Pansexual	CONTINUE
6	Queer	CONTINUE
7	Asexual or Aromantic	CONTINUE
8	Undecided, not sure or questioning	CONTINUE
9	Other (SPECIFY)	CONTINUE
10	Prefer not to say (DO NOT READ)	CONTINUE

S1b. Intersex is a term for people born with atypical sex characteristics. There are many different intersex traits or variations. Do you have an intersex variation? DO NOT READ

1	Yes	CONTINUE
2	No	CONTINUE
3	Don't know	CONTINUE
4	Prefer not to say	CONTINUE

ASK ALL

Q28. We may be conducting further research in the future. Can the Australian Human Rights Commission or its agents re-contact you in that case?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes
2	No

ALL, READ OUT: Ok, the interview is now finished. Thank you for your time and for your support. You made a valuable contribution to the success of this important study.

This research is carried out in compliance with the Privacy Act and Telecommunications and Research Calls Industry Standard, and the information you provided will be used only for research purposes.

We are conducting this research on behalf of the Australian Human Rights Commission. If you would like any more information about this project or Roy Morgan Research, you can phone us on 1800 667 248.

IF EXPERIENCED SEXUAL HARASSMENT (CODE 1 ON Q1 or Q3a or Q3b), OR IF WITNESSED SOMEONE ELSE BEING SEXUALLY HARASSED (CODE 1 ON Q21_1), ALSO DISPLAY:

Please note that your survey responses about any sexual harassment you may have experienced do not constitute a formal report of that sexual harassment. If you would like to make a formal report of sexual harassment, you may do so by contacting the police, the Australian Human Rights Commission, a state or territory anti-discrimination agency or Fair Work Australia.

S6	If this survey brings up issues for you, there are people you can talk to. If you would like to contact a support service for people who have been victims of sexual assault or sexual harassment or speak to someone who can give you advice about these issues you can call 1800 RESPECT (1800 737 732). If you don't want to talk to someone you can access their website at www.1800respect.org.au .
S7	I can also read you a list or email a list of other organisations that can provide information and assistance with issues that may have been brought up by this survey. Would you like me to read or email this list?
1	Yes READ LIST
2	Yes Email (SPECIFY)
3	No

IF REQUESTS THAT LIST IS READ OUT (1 in S7) SHOW NATIONAL AND RELEVANT STATE LIST (from S1b / S1ba), AS S8

Read Displayed List

<p>National List</p>	<p>Australian Human Rights Commission General Enquiries 1300 369 711 Australian Human Rights Commission Complaints Infoline 1300 656 419 1800RESPECT 1800 737 732 Lifeline 13 11 14 beyondblue 1300 22 4636 Relationships Australia: 1300 364 277 Mensline Australia: 1300 789 978 QLIFE (LGBTI counselling service): 1800 184 527</p>
<p>ACT</p>	<p>Human Rights Commission: (02) 6205 2222 Women's Legal Service: 1800 634 669 Domestic Violence: (02) 6280 0900 Sexual Assault: (02) 6247 2525</p>
<p>NSW</p>	<p>NSW Anti-Discrimination Board: (02) 9268 5544 Law Access NSW: 1300 888 529 Domestic Violence (DoCS): 1800 656 463 Sexual Assault (Syd): (02) 9819 6565 Sexual Assault (Rural): 1800 424 017</p>
<p>VIC</p>	<p>Victorian Equal Opportunity and Human Rights Commission: 1300 891 848 Domestic Violence (Melb): (03) 9373 0123 Domestic Violence (Rural): 1800 015 188 Sexual Assault: 1800 806 292</p>
<p>SA</p>	<p>Equal Opportunity Commission of South Australia: 1800 188 163 Domestic Violence: 1800 800 098 Sexual Assault: 1800 817 421</p>
<p>NT</p>	<p>Northern Territory Anti-Discrimination Commission: 1800 813 846 NT Domestic Violence Hotline (Darwin) (08) 8945 2284 NT Domestic Violence Hotline (Alice Springs): (08) 8952 6075 Domestic Violence: 1800 019 116 Sexual Assault (Darwin): (08) 8922 6472 Sexual Assault (Alice Springs): (08) 8955 4500 Sexual Assault (Katherine): (08) 8973 8524 Sexual Assault (Tennant Creek): (08) 8962 4361</p>

<p>QLD</p>	<p>Anti-Discrimination Commission Queensland: 1300 130 670 Working Women's Centre: 1800 621 458 Domestic Violence: 1800 811 811 Sexual Assault: 1800 010 120</p>
<p>WA</p>	<p>The Western Australian Equal Opportunity Commission: 1800 198 149 Women's Law Centre (WA): 1800 625 122 Domestic Violence: 1800 007 339 Sexual Assault: 1800 199 888</p>
<p>TAS</p>	<p>Office of the Anti-Discrimination Commissioner (Tasmania): 1300 305 062 Hobart Community Legal Centre: (03) 6223 2500 Launceston Community Legal Centre: 1800 066 019 Domestic Violence: 1800 608 122 Sexual Assault: 1800 697 877</p>

Appendix B:

Computer Assisted Web Interview (CAWI) survey questionnaire

RDD INTRODUCTION

We are conducting an important social survey about sexual harassment in Australian workplaces on behalf of the Australian Human Rights Commission.

The survey will take approximately 12 minutes for most people and will be used for research purposes only. Your answers will remain strictly confidential. You will not be identified in any way in the results. Your answers will be combined with the information from hundreds of other participants across Australia.

Participation in this survey is completely voluntary, and you can stop or withdraw at any time.

If you find any part of this survey distressing or upsetting we can provide you with a list of support services you may wish to speak to. Please telephone 1800 677 248 or email AHRCworkplacesurvey@roymorgan.com to request this list, or to discuss any other matter.

This study has received ethics approval from the University of Sydney. A copy of the Participant Information Statement, which provides more information about the survey and how your information will be used, is available at: <https://www.humanrights.gov.au/2018-national-workplace-sexual-harassment-survey-participant-information-statement>

SS SAMPLE INTRODUCTION

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ASK ALL:

S1a. Is your gender...

SINGLE RESPONSE

1	Male	CONTINUE
2	Female	CONTINUE
3	Non Binary	CONTINUE
4	Other	CONTINUE
5	Prefer not to say	CONTINUE

PROGRAMMER NOTE – FOR QUOTA PURPOSES, ALLOCATE ANY “OTHER” OR “NON-BINARY” OR “REFUSED” (Code 3,4 or 5) RESPONSES ALTERNATIVELY AS FEMALE OR MALE.

IF SEX QUOTA FULL, TERMINATE, SAY: Thank you for your time and assistance but we have interviewed enough people of your gender.

S1b. What is your postcode?

SINGLE RESPONSE – INTERVIEWERS NOTE: DO NOT READ

____ **CODE NUMERIC 1000-9999**

99. Don't know

IF DON'T KNOW POSTCODE, TERMINATE, SAY: Thank you for your time and assistance but for this survey we need to know your postcode.

IF GEOGRAPHIC QUOTA FULL, TERMINATE, SAY: Thank you for your time and assistance but we have interviewed enough people in your area.

ASK ALL

S1c. What is your age?

1	Record	
99	Prefer not to say	

IF CODE 99 (REFUSED AGE) AT S1C, ASK:

S1ca. To which of the following age groups do you belong?

1	Under 15 years	TERMINATE
2	15-17 years	GO TO PARPER
3	18-29 years	CONTINUE
4	30-39 years	CONTINUE
5	40-49 years	CONTINUE
6	50-64 years	CONTINUE
7	65 years or older	CONTINUE
99	Prefer not to say	TERMINATE

IF AGE QUOTA FULL, TERMINATE, SAY: Thank you for your time and assistance but we have interviewed enough people in your age group.

IF CODE 99 AT S1ca – TERMINATE, SAY

Thank you for your time and assistance but for this survey we need to know your approximate age.

IF AGE UNDER 15 AT S1c OR CODE 1 AT S1ca – TERMINATE, SAY

Thank you for your time and assistance but for this survey we need to interview people who are at least 15 years old.

IF AGE 15 TO 17 AT S1c OR CODE 2 AT S1ca – CONTINUE TO PARPER

OTHERWISE, GO TO Q1

PARPER

[Single]

Because you are under 18, you will need permission from a parent or guardian to complete this survey. Please ask your parent or guardian to read the following information and complete the consent details. We will attempt to contact your parent/guardian by email, telephone and/or letter to confirm that they have given permission for you to participate.

TO THE PARENT GUARDIAN

We are conducting an important survey on behalf of the Australian Human Rights Commission. This study investigates the incidence and nature of sexual harassment both in and outside the workplace and in the process of looking for work. As the Commission is particularly interested in including the experience and attitude of younger people, we would like to ask your permission for your child to participate.

The survey will take approximately 12 minutes for most people and the information provided will be used for research purposes only. Your child's answers will remain strictly confidential. They will not be able to be identified in any way in the results. Their answers will be combined with the responses from *thousands* of other participants from across Australia.

Participation in this survey is completely voluntary and your child can stop at any time if they do not wish to continue. If your child has experienced sexual harassment, we will ask them questions about this experience.

If your child's responses to this survey disclose any current or past instances of child abuse or neglect, Roy Morgan Research may be legally obliged to report this to relevant government agencies.

This survey has received ethics approval from the University of Sydney, and a copy of the Participant Information Statement, which contains more detailed information about this research, is available at <https://www.humanrights.gov.au/2018-national-workplace-sexual-harassment-survey-participant-information-statement>

1. I AGREE to my child participating in this online survey
2. I DO NOT AGREE to my child participating in this online survey

IF PARENT/ GUARDIAN AGREES (CODE 1 ON PARPER) SAY:

Please provide your name, email address and contact telephone number so that we can contact you to verify your consent to your child's participation.

(BOXES for name, email address and telephone number)

PROGRAMMER – MUST PROVIDE NAME AND ONE OR BOTH OF EMAIL AND TELEPHONE NUMBER. IF PROVIDES ONLY ONE OF EMAIL OR TELEPHONE NUMBER, PLEASE DISPLAY

If you do not have {an email address/a contact telephone number}, please provide your postal address so we have another method of verifying your consent to your child's participation.

(BOX for street address)

PROGRAMMER – ALLOW RESPONDENT TO PROCEED, EVEN IF NO RESPONSE AT ADDRESS BOX

IF CODE 1 AT PARPER, DISPLAY

Thank you for allowing your child to participate. This survey covers important current issues in Australia. The views of your child are very important for this study. If you choose, you can be present while your child completes this survey, but as it is very important that your child is allowed to answer each question by himself/herself, please do not influence or suggest the answers.

Please press 'Next' to return to the survey to be completed by your child.

ENDIF

IF PARENT/ GUARDIAN DOES NOT AGREE (CODE 2 ON PARPER) SAY:

We respect and understand your reasons for deciding not to allow your child to take part in this survey. Thank you for your assistance.

ASK ALL

This is an important study of the prevalence and impact of sexual harassment.

The definition of Sexual Harassment is provided below.

Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which, in the circumstances, a reasonable person, aware of those circumstances, would anticipate the possibility that the person would feel offended, humiliated or intimidated."

Q1. Have you ever personally experienced sexual harassment? This could be at any time or anywhere – NOT just when you are at work.

SINGLE RESPONSE

1	Yes	CONTINUE
2	No	CONTINUE
3	Don't know	CONTINUE
4	Prefer not to say	CONTINUE

Q3a. Listed below are some different forms of sexual harassment that some people have experienced.

At any time or anywhere, have you ever experienced any of the following behaviours in a way that was unwelcome? Please select one response in each row.

ROTATE – STATEMENT ‘K’ SHOULD ALWAYS BE THE FINAL STATEMENT ASKED, AND ALL OTHERS SHOULD BE ROTATED. HOWEVER, STATEMENT J SHOULD NEVER APPEAR FIRST.

	Yes	No	Don't know	Prefer not to say
Unwelcome touching, hugging, cornering or kissing				
Inappropriate staring or leering that made you feel intimidated				
Sexual gestures, indecent exposure or inappropriate display of the body				
Sexually suggestive comments or jokes that made you feel offended				
Sexually explicit pictures, posters or gifts that made you feel offended				
Repeated or inappropriate invitations to go out on dates				
Intrusive questions about your private life or physical appearance that made you feel offended				
Inappropriate physical contact				
Being followed, watched or someone loitering nearby				
Requests or pressure for sex or other sexual acts				
Actual or attempted rape or sexual assault				

Q3b. And have you ever experienced any of the following behaviours in a way that was unwelcome? Please select one response in each row.

ROTATE – STATEMENT ‘Q’ SHOULD ALWAYS BE THE FINAL STATEMENT ASKED, AND ALL OTHERS SHOULD BE ROTATED.

	Yes	No	Don't know	Prefer not to say
Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine				
Sexually explicit comments made in emails, SMS messages or on social media				
Repeated or inappropriate advances on email, social networking websites or internet chat rooms				
Sharing or threatening to share intimate images or film of you without your consent				
Any other unwelcome conduct of a sexual nature that occurred online or via some form of technology (please specify) _____				

S1d. Have you been in the workforce at any time in the last 5 years? If you are unsure, please make your best guess.

SINGLE RESPONSE

1	Yes	
2	No	

IF IN WORKFORCE IN LAST 5 YEARS (CODE 1 AT S1d), ASK:

S1da. And have you been in the workforce in the last 12 months? If you are unsure, please make your best guess.

SINGLE RESPONSE

1	Yes	
2	No	

IF NOT IN WORKFORCE IN LAST 5 YEARS (CODE 2 AT S1d) GO TO Q25

IF IN WORKFORCE IN LAST 5 YEARS (Code 1 at S1d) BUT NEVER EXPERIENCED SEXUAL HARASSMENT (NOT YES AT ANY OF ITEM A TO K AT Q3a OR ITEM M TO Q AT Q3b) GO TO Q21

IF IN WORKFORCE IN LAST 5 YEARS (Code 1 at S1d) AND HAS EXPERIENCED SEXUAL HARASSMENT (ANSWERED 'YES' FOR ANY OF ITEM A TO K AT Q3a AND/OR ITEM M TO Q AT Q3b), CONTINUE TO Q4a.

Q4a. Now we want to ask you about your experiences of work-related sexual harassment.

IF MORE THAN ONE TYPE OF SEXUAL HARASSMENT (MORE THAN ONE CODE 1 AT Q3A AND/OR Q3B) GO TO Q4A2

IF ONLY ONE TYPE OF SEXUAL HARASSMENT (ONLY ONE CODE 1 AT Q3A AND/OR Q3B) ASK Q4A1

Q4a1. Have you experienced {CASE IN Q3A OR 3B} at work, at a work-related event or while looking for work at any time in the last 5 years?

SINGLE RESPONSE

1	Yes	
2	No	
3	Don't know	
4	Prefer not to say	

IF EXPERIENCED HARASSMENT IN WORKPLACE IN LAST 5 YEARS (CODE 1 IN q4A1) BUT NOT IN THE WORKFORCE IN THE LAST 12 MONTHS (CODE 2 IN Qs1da) GO TO Q6B2

IF DID NOT EXPERIENCE HARASSMENT IN WORKPLACE IN LAST 5 YEARS, DOES NOT KNOW OR PREFERS NOT TO SAY (CODE 2 OR 3 OR 4 IN Q4A1) GO TO Q21

IF EXPERIENCED HARASSMENT IN WORKPLACE IN LAST 5 YEARS (CODE 1 IN q4A1) AND IN THE WORKFORCE IN THE LAST 12 MONTHS (CODE 1 IN Qs1da) ASK Q4A1A

Q4A1A. And did this happen to you at work, at a work-related event or while looking for work at any time in the last 12 months?

SINGLE RESPONSE

1	Yes	
2	No	
3	Don't know	
4	Prefer not to say	

IF EXPERIENCED WORKPLACE SEXUAL HARRASSMENT IN LAST 12 MONTHS (CODE 1 IN q4A1A) GO TO Q6b1

IF DID NOT EXPERIENCE WORKPLACE SEXUAL HARRASSMENT IN LAST 12 MONTHS, DOES NOT KNOW OR PREFERS NOT TO SAY (CODE 2 OR 3 OR 4 IN Q4A1) GO TO Q6B2

ASK IF MORE THAN ONE TYPE OF SEXUAL HARASSMENT (MORE THAN ONE CODE 1 AT Q3A AND/OR Q3B

MULTI

DISPLAY ONLY THE CODES SELECTED AT Q3A OR Q3B

Q4a2. Which, if any, of the things you mentioned earlier happened to you at work, at a work-related event or while looking for work at in the last five years? (Mark all that apply)

Programmer use the following truncated descriptions of the behaviours here and at any later questions calling for this text to be brought forward to question text

- A. touching, hugging, cornering or kissin
- B. staring or leering
- C. sexual gestures, indecent exposure or display of the body
- D. sexually suggestive comments or jokes

- E. sexually explicit pictures, posters or gifts
- F. repeated or inappropriate invitations to go out on dates
- G. intrusive questions about your private life or physical appearance
- H. physical contact
- I. someone following, watching or loitering nearby
- J. requests or pressure for sex or other sexual acts
- K. actual or attempted rape or sexual assault
- M. indecent phone calls or voice messages
- N. sexually explicit comments in emails, SMS messages or on social media
- O. repeated or inappropriate advances on email, social networking websites or internet chat rooms
- P. sharing or threats to share intimate images or film of you
- Q. Insert open text response from Q3b

97	None of these	
98	Don't know	
99	Prefer not to say	

IF ONLY ONE TYPE OF WORKPLACE SEXUAL HARASSMENT (ONLY ONE CODE 1 AT Q4A2) AND NOT IN THE WORKFORCE IN LAST 12 MONTHS (CODE 2 AT QS1DA) GO TO Q6B2

IF MORE THAN ONE CASE OF WORKPLACE SEXUAL HARASSMENT IN LAST 5 YEARS (MORE THAN ONE CODE 1 AT Q4A2) AND IN THE WORKFORCE IN LAST 12 MONTHS (CODE 1 AT QS1DA) GO TO Q4B2.

IF MORE THAN ONE CASE OF WORKPLACE SEXUAL HARASSMENT IN LAST 5 YEARS (MORE THAN ONE CODE 1 AT Q4A2) BUT NOT IN THE WORKFORCE IN LAST 12 MONTHS (CODE 2 AT QS1DA) GO TO Q5B

IF ONLY ONE TYPE OF WORKPLACE SEXUAL HARASSMENT (ONLY ONE CODE 1 AT Q4A2) AND IN THE WORKFORCE IN LAST 12 MONTHS (CODE 1 AT QS1DA) ASK Q4B1

Q4b1. You said that you had experienced {CASE IN Q4A2} at work, at a work-related event or while looking for work. Did this happen to you in the last 12 months?

SINGLE RESPONSE

1	Yes	
2	No	
3	Don't know	
4	Prefer not to say	

IF EXPERIENCED WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS (CODE 1 IN q4B1) GO TO Q6B1

IF DID NOT EXPERIENCED WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS OR DOES NOT KNOW OR PREFERS NOT TO SAY (2 OR 3 OR 4 IN Q4B1) GO TO Q6B2

ASK IF MORE THAN ONE CASE OF WORKPLACE SEXUAL HARASSMENT IN LAST 5 YEARS (MORE THAN ONE CODE 1 AT Q4A2) AND IN THE WORKFORCE IN LAST 12 MONTHS (CODE 1 AT QS1DA)

MULTI

Q4B2. And which, if any, of the things you mentioned earlier happened to you at work, at a work-related event or while looking for work in the last 12 months? (Mark all that apply)

PROGRAMMER – LIST ONLY THE WORKPLACE-RELATED ITEMS IDENTIFIED AT Q4a2

97	None of these	
98	Don't know	
99	Prefer not to say	

IF EXPERIENCED ONLY ONE WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS (ONLY ONE CODE 1 IN Q4B2) GO TO Q6B1

IF DID NOT EXPERIENCED WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS OR DOES NOT KNOW OR PREFERS NOT TO SAY (97 OR 98 OR 99 IN Q4B2) GO TO Q5b

IF EXPERIENCED MORE THAN ONE WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS (MORE THAN ONE CODE 1 IN Q4B2) ASK Q5A

Q5a. You've mentioned that you experienced the following behaviours at work or at a work-related event or while looking for work in the last 12 months. Which of these happened to you most recently?

PROGRAMMER – LIST ONLY THE WORKPLACE-RELATED ITEMS IDENTIFIED (CODE 1) AT Q4b2

SINGLE RESPONSE

	A	Unwelcome touching, hugging, cornering or kissing	
	B	Inappropriate staring or leering that made you feel intimidated	
	C	Sexual gestures, indecent exposure or inappropriate display of the body	
	D	Sexually suggestive comments or jokes that made you feel offended	
	E	Sexually explicit pictures, posters or gifts that made you feel offended	
	F	Repeated or inappropriate invitations to go out on dates	
	G	Intrusive questions about your private life or physical appearance that made you feel offended	
	H	Inappropriate physical contact	
	I	Being followed, watched or someone loitering nearby	
	J	Requests or pressure for sex or other sexual acts	
	K	Actual or attempted rape or sexual assault	
	M	Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine	
	N	Sexually explicit comments made in emails, SMS messages or on social media	
	O	Repeated or inappropriate advances on email, social networking websites or internet chat rooms	
	P	Sharing or threatening to share intimate images or film of you without your consent	
	Q	Insert open text from Q3b	

IF SEXUALLY HARASSING BEHAVIOUR EXPERIENCED AT WORK IN LAST 12 MONTHS (ANY CODE IN Q5A) ASK Q6B1

ASK Q5b IF:

MORE THAN ONE CASE OF WORKPLACE SEXUAL HARASSMENT IN LAST 5 YEARS (MORE THAN ONE CODE 1 AT Q4A2) BUT NOT IN THE WORKFORCE IN LAST 12 MONTHS (CODE 2 AT QS1DA); or

DID NOT EXPERIENCE WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS OR DOES NOT KNOW OR PREFERS NOT TO SAY (97 OR 98 OR 99 IN Q4B2)

MULTI

Q5b. You've mentioned that you experienced the following behaviours at work, at a work-related event or while looking for work during the last 5 years. Which of these happened to you most recently?

PROGRAMMER – LIST ONLY THE WORKPLACE-RELATED ITEMS IDENTIFIED (CODE 1) AT Q4a2

SINGLE RESPONSE

A	Unwelcome touching, hugging, cornering or kissing	
B	Inappropriate staring or leering that made you feel intimidated	
C	Sexual gestures, indecent exposure or inappropriate display of the body	
D	Sexually suggestive comments or jokes that made you feel offended	
E	Sexually explicit pictures, posters or gifts that made you feel offended	
F	Repeated or inappropriate invitations to go out on dates	
G	Intrusive questions about your private life or physical appearance that made you feel offended	
H	Inappropriate physical contact	
I	Being followed, watched or someone loitering nearby	
J	Requests or pressure for sex or other sexual acts	
K	Actual or attempted rape or sexual assault	
M	Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine	
N	Sexually explicit comments made in emails, SMS messages or on social media	
O	Repeated or inappropriate advances on email, social networking websites or internet chat rooms	
P	Sharing or threatening to share intimate images or film of you without your consent	
Q	Insert text from other-specify box at Q3b	

IF ONLY ONE SEXUALLY HARASSING BEHAVIOUR EXPERIENCED AT WORK IN LAST 5 YEARS (ANY CODE IN q5B) ASK Q6b2

ASK Q6B1 IF:

EXPERIENCED WORKPLACE SEXUAL HARRASSMENT IN LAST 12 MONTHS (CODE 1 IN q4A1A); or

EXPERIENCED WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS (CODE 1 IN Q4B1); or

EXPERIENCED ONLY ONE WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS (ONLY ONE CODE 1 IN Q4B2)

EXPERIENCED SEXUALLY HARASSING BEHAVIOUR WORK IN LAST 12 MONTHS (ANY CODE IN Q5A) ASK Q6B1

Q6B1. You mentioned that you had experienced {behaviour} at work, at a work-related event or while looking for work at some time in the last 12 months.

Was this sexual harassment a one-off, or had it occurred previously at that same place of work?

PROGRAMMER – IF THE ONLY APPLICABLE BEHAVIOUR RELATES TO CODE Q, PLEASE INSERT THE TEXT FROM THE RELEVANT OTHER-SPECIFY BOX.

PROGRAMMER DISPLAY TYPE OF BEHAVIOUR:

- IF CODE 1 IN q4A1A DISPLAY TYPE OF HARASSMENT IN q3A OR 3B
- IF CODE 1 IN q4B1 DISPLAY TYPE OF HARASSMENT IN Q4A2
- IF ONLY 1 CODE SELECTED IN Q4B2 DISPLAY TYPE OF HARASSMENT IN Q4B2
- IF ANY CODE IN Q5A DISPLAY TYPE OF HARASSMENT IN Q5A

SINGLE RESPONSE

1. One-off
2. Had occurred previously

If one off (Code 1 at Q6b1) GO TO Q6e

IF OCCURRED PREVIOUSLY (CODE 2 AT Q6b1), GO TO Q6c

ASK Q6B2 IF:

DID NOT EXPERIENCE WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS, DOES NOT KNOW OR PREFERS NOT TO SAY (CODE 2 OR 3 OR 4 IN Q4A1)

ONLY ONE TYPE OF WORKPLACE SEXUAL HARASSMENT (ONLY ONE CODE 1 AT Q4A2) AND NOT IN THE WORKFORCE IN LAST 12 MONTHS (CODE 2 AT QS1DA)

DID NOT EXPERIENCE WORKPLACE SEXUAL HARASSMENT IN LAST 12 MONTHS OR DOES NOT KNOW OR PREFERS NOT TO SAY (2 OR 3 OR 4 IN Q4B1)

ONLY ONE SEXUALLY HARASSING BEHAVIOUR EXPERIENCED AT WORK IN LAST 5 YEARS (ANY CODE IN Q5B)

Q6b2. You mentioned that you had experienced {behaviour} at work, at a work-related event or while looking for work at some time in the last 5 years.

Was this sexual harassment a one-off, or had it occurred previously at that same place of work?

PROGRAMMER – IF THE ONLY APPLICABLE BEHAVIOUR RELATES TO CODE Q, PLEASE INSERT THE TEXT FROM THE RELEVANT OTHER-SPECIFY BOX. IF ONLY APPLICABLE BEHAVIOUR RELATES TO CODE K, SUPPRESS THE WORDS “...UNWELCOME AND WAS...” IN QUESTION TEXT.

PROGRAMMER DISPLAY TYPE OF BEHAVIOUR EXPERIENCED:

- IF CODE 2 OR 3 OR 4 IN q4A1 DISPLAY TYPE OF HARASSMENT IN q3A OR 3B
- IF ONE CODE AT Q4A2 AND CODE 2 AT QS1DA DISPLAY TYPE OF HARASSMENT IN Q4A2
- IF CODE 2 OR 3 OR 4 IN q4B1 DISPLAY TYPE OF HARASSMENT IN Q4A2
- IF ANY CODE IN Q5B DISPLAY TYPE OF HARASSMENT IN Q5B

SINGLE RESPONSE

1. One-off
2. Had occurred previously

IF OCCURRED PREVIOUSLY (CODE 2 AT Q6b1 or CODE 2 at Q6b2), ASK Q6c

Q6c. For how long had you been experiencing this at this place of work? If you are unsure, please make your best guess.

SINGLE RESPONSE.

1	Less than 1 month
2	1 to 3 months
3	4 to 6 months
4	7 to 12 months
5	More than one year but less than two years
6	More than two years
98	Don't know
98	Prefer not to say

IF EXPERIENCED ANY WORK-RELATED SEXUALLY HARASSING BEHAVIOUR IN LAST 5 YEARS (CODE 1 AT Q4a1), ASK Q6e

Q6e. How old were you when you experienced the most recent incident of {Behaviour from Q6b1 or Q6b2}? If you are unsure, please make your best guess.

SINGLE RESPONSE

-- **CODE NUMERIC 1-96**

99. Don't know

Q6f. At the time of the most-recent incident, were you working full-time, part-time, looking for work or something else?

SINGLE RESPONSE

1	Working full-time	CONTINUE
2	Working part-time	CONTINUE
3	Looking for work	CONTINUE
4	Something else (please specify)	CONTINUE
5	Don't know	CONTINUE
6	Prefer not to say	CONTINUE

ASK IF CODE 1, 2, 4, 5 or 6 AT Q6f

Q6g. And was that as a permanent, casual or temporary employee, or something else?

SINGLE RESPONSE

1	Permanent	CONTINUE
2	Casual	CONTINUE
3	Temporary	CONTINUE
4	Something else (please specify)	CONTINUE
5	Don't know	CONTINUE
6	Prefer not to say	CONTINUE

ASK IF EXPERIENCED ANY WORK-RELATED SEXUALLY HARASSING BEHAVIOUR IN LAST 5 YEARS (CODE 1 AT Q4a1)

Q7b. When the most recent incident occurred, were you...? (Mark all that apply)

MULTIPLE RESPONSE

1	In a social area for employees – such as a break or lunch room	
2	At a work social event – such as after-work drinks or a function	
3	At your work station / where you work	
4	In a meeting – i.e. with more than two attendees	
5	In a one-on-one meeting	
6	At a work retreat or offsite meeting	
7	In a work-provided facility – such as a bathroom or change room	
8	Somewhere else (please specify)	
98	Don't know	
99	Prefer not to say	

Q7ca. How many people were directly involved in subjecting you to this most recent incident?

1	Record	
98	Don't know	
99	Prefer not to say	

IF 2 OR MORE HARASSERS AT Q7CA, OR DON'T KNOW OR PREFER NOT TO SAY, GO TO Q8AA

IF ONE HARRASSER AT Q7c, ASK

Q8a. Was the harasser male, female or another gender?

SINGLE RESPONSE

1	Male	CONTINUE
2	Female	CONTINUE
3	Another gender	CONTINUE
98	Don't know	CONTINUE
99	Prefer not to say	CONTINUE

Q8b. About how old was the harasser?

SINGLE RESPONSE

1	15 -20 years	CONTINUE
2	21-30 years	CONTINUE
3	31-40 years	CONTINUE
4	41-50 years	CONTINUE
5	51-64 years	CONTINUE
6	65+ years	CONTINUE
98	Don't know	CONTINUE
98	Prefer not to say	CONTINUE

Q8c. What was the harasser's relationship to you? Were they...

SINGLE RESPONSE

1	The head of your workplace or organisation – such as the CEO, business owner or similar	
2	Your direct manager or supervisor at work	
3	Another manager or supervisor at work	
4	A co-worker who was more senior	
5	A co-worker at the same level as you	
6	A client or customer	
7	Someone else associated with your workplace	
97	Anyone else (please specify) _____	
98	Don't know	
98	Prefer not to say	

IF 2 OR MORE HARASSERS AT Q7CA, OR DON'T KNOW OR PREFER NOT TO SAY, ASK

Q8aa. Were any of the harassers...? (Mark all that apply)

MULTIPLE RESPONSE

1	Males	
2	Females	
3	Another gender	
98	Don't know (Multi)	
99	Prefer not to say	

Q8ba. Were any of the harassers in the following age groups? If unsure, please make your best guess. (Mark all that apply)

MULTIPLE RESPONSE

1	15-20 years	CONTINUE
2	21-30 years	CONTINUE
3	31-40 years	CONTINUE
4	41-50 years	CONTINUE
5	51-64 years	CONTINUE
6	65+ years	CONTINUE
98	Don't know (Multi)	CONTINUE
99	Prefer not to say	CONTINUE

Q8ca. What was the relationship of the various harassers to you? Were any of them... (Mark all that apply)

MULTIPLE RESPONSE

1	The head of your workplace or organisation – such as the CEO or business owner	
2	Your direct manager or supervisor at work	
3	Another manager or supervisor at work	
4	A co-worker who was more senior	
5	A co-worker at the same level as you	
6	A client or customer	
7	Others associated with your workplace	
97	Anyone else (please specify) _____	
98	Don't know (Multi)	
99	Prefer not to say	

ASK IF EXPERIENCED SEXUAL HARASSMENT AT WORK IN LAST 5 YEARS (CODE 1 AT Q4a1)

SINGLE RESPONSE

Q8d. Did anyone else see this most recent incident of harassment?

1	Yes	
2	No	
3	Don't know	
4	Prefer not to say	

IF NONE ELSE SAW THE INCIDENT OR THEY DON'T KNOW, PREFER NOT TO SAY OR REFUSED (CODES 2 OR 3 OR 4 IN Q8d) GO TO Q9A

ASK IF ANYONE ELSE SAW THIS INCIDENT (CODE 1 IN Q8d)

Q8d1. How many people would you say saw it happen?

1	Specify	
98	Don't know	
99	Prefer not to say	

ASK IF 2 OR MORE WITNESS AT Q8d1 OR CODE 98 OR 99 AT Q8d1

Q8E. Who were the people who saw it happen? Were any of them... (Mark all that apply)

MULTIPLE RESPONSE

1	The head of your workplace or organisation – such as the CEO or business owner	
2	Your direct manager or supervisor at work	
3	Another manager or supervisor at work	
4	A co-worker who was more senior	
5	A co-worker at the same level as you	
6	A client or customer	
7	Others associated with your workplace	
97	Anyone else (please specify) _____	
98	Don't know (Multi)	
99	Prefer not to say	

ASK IF 1 WITNESS AT Q8d1

SINGLE

Q8E1. Who was the person who saw it happen? Was it...

1	The head of your workplace or organisation – such as the CEO or business owner	
2	Your direct manager or supervisor at work	
3	Another manager or supervisor at work	
4	A co-worker who was more senior	
5	A co-worker at the same level as you	
6	A client or customer	
7	Another person associated with your workplace	
97	Anyone else (please specify) _____	
98	Don't know	
99	Prefer not to say	

ASK IF ANYONE ELSE SAW THIS INCIDENT (CODE 1 IN Q8d)

Q8f. Did anyone who saw you being harassed try and intervene?

SINGLE RESPONSE

1	Yes	
2	No	
3	Don't know	
4	Prefer not to say	

Q8F1. Did anyone who saw the harassment do any of the following ...? (Mark all that apply)

MULTIPLE RESPONSE

1	Talk to the harasser about the incident	
2	Report the harassment to your employer	
3	Talk to you about the incident	
4	Offer advice to you	
96	Take any other action (please specify)	
97	None of these (SINGLE)	
98	Don't know	
99	Prefer not to say	

ASK IF EXPERIENCED SEXUAL HARASSMENT AT WORK IN LAST 5 YEARS (CODE 1 AT Q4a1)

Q9a. On a scale of 1 to 5, where 1 means not at all offended and 5 means extremely offended, overall how offended did the most recent incident of work-related harassment make you feel?

SINGLE RESPONSE

Not at all offended				Extremely offended	Don't know
1	2	3	4	5	6

Q9b. On a scale of 1 to 5, where 1 means not at all intimidated and 5 means extremely intimidated, overall how intimidated did the most recent incident of work-related harassment make you feel?

SINGLE RESPONSE

Not at all intimidated				Extremely intimidated	Don't know
1	2	3	4	5	6

Q9d. Thinking about the consequences of the most recent incident on you, would you say... (Mark all that apply)

MULTIPLE RESPONSES

RANDOMISE ORDER OF ITEMS 1 TO 6

1	It negatively impacted on your employment, career or work	
2	It had negative financial consequences for you	
3	It impacted negatively on your relationships with your partner, children, friends or family	
4	It impacted negatively on your self-esteem and confidence	
5	It impacted negatively on your health and general well-being	
6	It impacted negatively on your mental health, or caused you stress	
7	There were some other consequences from this harassment on you (SPECIFY)	
8	There were no long term consequences for you	
9	None of the above (SINGLE)	
98	Don't know	
99	Prefer not to say	

Q10a. Has anyone else in that same place of work experienced {behaviour from Q6b1 or Q6b2} in a way that was unwelcome and associated with their employment?

PROGRAMMER – IF APPLICABLE BEHAVIOUR RELATES TO:

- **CODE K, SUPPRESS THE WORDS “...UNWELCOME AND” IN QUESTION TEXT**
- **CODE P, CHANGE DISPLAYED BEHAVIOR TEXT TO “SHARING OR THREATS TO SHARE IMAGES OR FILM OF THEM”**
- If code G, display “Intrusive questions about their private life or physical appearance”

SINGLE RESPONSE

1	Yes	CONTINUE
2	No	GO TO 10C
3	Don't know	GO TO 10C
4	Prefer not to say	GO TO 10C

IF CODE 1 ON Q10A AND ONLY ONE PERSON DIRECTLY INVOLVED IN HARASSING THE RESPONDENT TO THE MOST RECENT INCIDENT (AT Q7ca), ASK:

Q10b. And was the person who had harassed you also involved in this other incident of {behaviour from Q6b1 or Q6b2}?

SINGLE RESPONSE

PROGRAMMER – IF APPLICABLE BEHAVIOUR RELATES TO:

- **CODE K, SUPPRESS THE WORDS “...UNWELCOME AND” IN QUESTION TEXT**
- **CODE P, CHANGE DISPLAYED BEHAVIOR TEXT TO “SHARING OR THREATS TO SHARE IMAGES OR FILM”**
- If code G, display “Intrusive questions about their private life or physical appearance”

1	Yes	CONTINUE
2	No	CONTINUE
3	Don't know	CONTINUE
4	Prefer not to say	CONTINUE

IF CODE 1 ON Q10A AND THERE WAS MORE THAN ONE PERSON DIRECTLY INVOLVED IN HARASSING THE RESPONDENT TO THE MOST RECENT INCIDENT (AT Q7ca) OR NUMBER IS UNKNOWN OR PREFER NOT TO SAY (CODE 98 or 99 at Q7ca, ASK Q10B1)

Q10b1. And were any of the people who had harassed you also involved in this other incident of {behaviour from Q6b1 or Q6b2}

SINGLE RESPONSE

PROGRAMMER – IF APPLICABLE BEHAVIOUR RELATES TO:

- **CODE K, SUPPRESS THE WORDS “...UNWELCOME AND” IN QUESTION TEXT**
- **CODE P, CHANGE DISPLAYED BEHAVIOR TEXT TO “SHARING OR THREATS TO SHARE IMAGES OR FILM”**
- If code G, display “Intrusive questions about their private life or physical appearance”

1	Yes	CONTINUE
2	No	CONTINUE
3	Don't know	CONTINUE
4	Prefer not to say	CONTINUE

ASK IF EXPERIENCED SEXUAL HARASSMENT AT WORK IN LAST 5 YEARS (CODE 1 AT Q4a1)

Q10c. Thinking about your workplace at the time of the most recent incident, would you say that this type of behaviour was very rare, rare, occurred sometimes or was common?

SINGLE RESPONSE

1	Very rare	CONTINUE
2	Rare	CONTINUE
3	Occurred sometimes	CONTINUE
4	Common	CONTINUE
98	Don't know	CONTINUE
99	Prefer not to say	CONTINUE

Q11. Did you make a formal report or complaint about the most recent incident of sexual harassment?

SINGLE RESPONSE

1	Yes	CONTINUE
2	No	GO TO Q12
3	Prefer not to say	GO TO Q12

IF MADE REPORT (CODE 1 ON Q11), ASK:**Q11a. To which of the following did you report the incident to? (Mark all that apply)****MULTIPLE RESPONSE**

1	The head of your workplace organisation– CEO, business owner	
2	Your direct manager or supervisor at work	
3	Another manager or supervisor at work	
4	The Human Resources Manager or equivalent at work	
5	An Equity or Sexual Harassment Contact Officer at work	
6	A co-worker	
7	A union or employee representative	
8	A lawyer or legal service	
9	The Australian Human Rights Commission or to a state or territory anti-discrimination agency	
10	The Fair Work Ombudsman	
11	The Police	
97	Somewhere else (please specify) _____	
98	Don't know	
99	Prefer not to say	

Q11b. What was the time period between when the harassment began and when you first reported it?**SINGLE RESPONSE**

1	Same day or next working day	CONTINUE
2	Less than 1 month (but not straight away)	CONTINUE
3	1 to 3 months	CONTINUE
4	4 to 6 months	CONTINUE
5	More than 6 months	CONTINUE
98	Don't know	CONTINUE
98	Prefer not to say	CONTINUE

Q11c. Has your complaint been finalised yet?**SINGLE RESPONSE**

1. Yes
2. No
98. Don't know
99. Refused

IF FINALISED (CODE 1 AT Q11c), ASK

Q11ca. How was your complaint finalised? (Mark all that apply)

MULTIPLE RESPONSE

1	Between your organisation's head and you	
2	Between your direct manager or supervisor and you	
3	With another manager or supervisor at work	
4	With your union's involvement	
5	With the involvement of the Australian Human Rights Commission or state or territory anti-discrimination agency	
6	By your legal representative/lawyer	
7	In Court	
97	In some other way (SPECIFY) _____	
98	Don't know (DO NOT READ)	
98	Prefer not to say (DO NOT READ)	

Q11d. How long did it take to finalise your complaint? Was it...

SINGLE RESPONSE

1	Same day or next working day	CONTINUE
2	Less than 1 month (but not straight away)	CONTINUE
3	1 to 3 months	CONTINUE
4	4 to 6 months	CONTINUE
5	7 to 12months	CONTINUE
6	More than 12 months	CONTINUE
98	Don't know	CONTINUE
98	Prefer not to say	CONTINUE

IF MADE REPORT (CODE 1 ON Q11), ASK:

Q11e. Did any of the following things occur as a result your complaint?

MULTIPLE RESPONSES – INTERVIEWER NOTE: READ LIST. DO NOT READ “THERE WERE NO CONSEQUENCES FOR YOU” IF SELECTED ANY OF CODES 1-14

RANDOMISE ORDER OF ITEMS 1 TO 13

1	Your employer apologised for failing to prevent the harassment	
2	Your employer paid you compensation because of the harassment	
3	The harassment stopped	
4	You received positive feedback for making the complaint	
5	Your shifts were changed	
6	You were transferred	
7	You resigned	
8	You were dismissed or lost your job	
9	You were demoted	
10	You were disciplined	
11	You were denied workplace opportunities, such as training or promotion	
12	You were ostracised, victimised, ignored by colleagues	
13	You were labelled a trouble-maker	
14	There were some other consequences for you (please specify)	
15	There were no consequences for you (SINGLE)	
98	Don't know	
99	Prefer not to say	

IF MADE REPORT (CODE 1 ON Q11), ASK:

Q11f. Did any of the following things happen to your {harasser / harassers} following your complaint? (Mark all that apply)

PROGRAMMER – VARIABLE TEXT BASED ON RESPONSE AT Q7c

MULTIPLE RESPONSES

RANDOMISE ORDER OF ITEMS 1 TO 8

1	They were disciplined	
2	They were formally warned	
3	They were informally spoken to	
4	They were transferred	
5	The had their shifts changed	

6	They resigned	
7	They apologised	
8	They paid you compensation	
9	There were some other consequences for the harasser (please specify)	
10	There were no consequences for the harasser (SINGLE)	
98	Don't know	
99	Prefer not to say	

IF MADE REPORT (CODE 1 ON Q11), ASK:

Q11g. Did any of the following happen at your organisation as a result of your complaint?

MULTIPLE RESPONSES

1	Your employer developed or changed the existing policy on sexual harassment	
2	Your employer changed a practice or procedure – for example, the complaints procedure	
3	Your employer implemented training or education	
4	There were some other changes at your organisation following your complaint (please specify)	
5	There were no changes at the organisation following your complaint (SINGLE)	
98	Don't know	
99	Prefer not to say	

IF COMPLAINT FINALISED (CODE 1 AT Q11c) ASK

Q11h. On a scale of 1 to 5, where 1 means not at all satisfied and 5 means extremely satisfied, how would you rate the overall process of dealing with your complaint?

SINGLE RESPONSE

Not at all satisfied				Extremely satisfied	Don't know
1	2	3	4	5	6

IF EXPERIENCED ANY WORK-RELATED SEXUALLY HARASSING BEHAVIOUR IN LAST 5 YEARS (CODE 1 AT Q4a1), ASK**Q12. Did you seek any {other form of} support or advice about the most recent incident of sexual harassment?****PROGRAMMER NOTE – DISPLAY VARIABLE TEXT IF MADE COMPLAINT/REPORT (CODE 1 AT Q11)****SINGLE RESPONSE**

1	Yes	
2	No	
3	Prefer not to say	

IF CODE 1 ON Q12, ASK:**Q12a. Did you seek support or advice from any of the following? (Mark all that apply)****MULTIPLE RESPONSE**

1	Friends or family	
2	The head of your workplace or organisation – such as the CEO or business owner	
3	Your direct manager or supervisor at work	
4	Another manager or supervisor at work	
5	The Human Resources Manager or equivalent at work	
6	An Equity or Sexual Harassment Contact Officer at work	
7	A co-worker more senior than you	
8	A co-worker or peer at the same level as you	
9	A union or employee representative	
10	A lawyer or legal service	
11	Australian Human Rights Commission or a State or Territory anti-discrimination Agency	
12	A counsellor or psychologist	
13	The internet (including search engines such as Google and Yahoo)	
14	A community-based or religious service	
15	The Fair Work Ombudsman	
16	The Police	
97	Somewhere else (please specify) _____	
98	Don't know	
99	Prefer not to say	

IF DID NOT MAKE COMPLAINT (CODE 2 AT Q11) OR DID NOT SEEK SUPPORT (CODE 2 AT Q12) ASK Q12b

Q12b. People decide not to seek support or make a complaint for many different reasons.

Which of the following were reasons why you did not seek support or advice or make a report or complaint about the most recent incident of sexual harassment? (Mark all that apply) (CODE 2 ON Q11 AND CODE 2 ON Q12)

OR

Which of the following were reasons why you did not seek {any other form of} support or assistance about the most recent incident of sexual harassment? (Mark all that apply) (CODE 2 ON Q12 BUT NOT CODE 2 ON Q11) Programmer – insert variable question text if Code 2 on Q12 and Code 1 on Q11.

OR

Which of the following were reasons why you did not make a report or complaint about the most recent incident of sexual harassment? (Mark all that apply) (CODE 2 ON Q11 BUT NOT CODE 2 ON Q12)

MULTIPLE RESPONSE

PROGRAMMER NOTE – DO NOT DISPLAY CODES 1, 2, 5 and 7 IF MADE COMPLAINT (CODE 1 AT Q11)

1	I wasn't aware of how the complaint process worked or who to report to		
2	My family friends or co-workers advised me not to make a complaint		
3	It was easier to keep quiet		
4	I thought I would not be believed		
5	I thought the complaint process would be embarrassing or difficult		
6	I thought it would not change things or that nothing would be done		
7	Lack of confidentiality of the complaint process		
8	I was too scared or frightened		
97	None of these (SINGLE)		
98	Don't know		
99	Prefer not to say		

Q12b1. And which, if any, of the following are reasons why you did not {seek support or advice/seek support or advice or make a report or complaint/make a report or complaint} in relation to the most recent incident of sexual harassment? (Mark all that apply)

MULTIPLE RESPONSE

PROGRAMMER – INSERT VARIABLE TEXT AS FOLLOWS {if code 2 at Q12 and not code 2 at Q11 / if code 2 at Q11 and code 2 at Q12 / if code 2 at Q11 and not code 2 at Q12}

N	I thought I would be blamed		
O	I thought people would think I was over-reacting		
P	I thought I would get fired		
Q	I was afraid for my career aspirations		
S	I feared negative consequences for the person or people who harassed me		
T	I moved to another place of work		
U	The person or people who harassed me were already being dealt with		
V	I didn't think it was serious enough Why did you think it was not serious enough? (please specify) _____		
W	Took care of the problem myself How did you take care of it? (please specify) _____		
X	Any another reason (please specify) _____		
Y	No other reasons (SINGLE) _____		

IF EXPERIENCED ANY WORK-RELATED SEXUALLY HARASSING BEHAVIOUR IN LAST 5 YEARS (CODE 1 AT Q4a1), ASK

Thinking now specifically about your workplace when the most recent incident of sexual harassment took place.

Q15. How many people worked at your organisation at that time – in the total organisation, not just at your workplace? If you are unsure, please make your best guess.

SINGLE RESPONSE

1	1 to 4	CONTINUE
2	5 to 19	CONTINUE
3	20 to 199	CONTINUE
4	200 or more	CONTINUE
98	Don't know	CONTINUE
99	Prefer not to say	CONTINUE

Q20. Did your workplace at that time contain mainly men, mainly women or roughly equal number of each? If you are unsure, please make your best guess. INTERVIEWER NOTE

1	Mainly men	CONTINUE
2	Mainly women	CONTINUE
3	Roughly equal numbers of men and women	CONTINUE
98	Don't know	CONTINUE
99	Refused	CONTINUE

Q18a. In what industry did the most recent incident of sexual harassment take place?

SINGLE RESPONSE

1	Agriculture, Forestry and Fishing	CONTINUE
2	Mining	CONTINUE
3	Manufacturing	CONTINUE
4	Electricity, Gas, Water and Waste Services	CONTINUE
5	Construction	CONTINUE
6	Wholesale Trade	CONTINUE
7	Retail Trade	CONTINUE
8	Accommodation and Food Services	CONTINUE
9	Transport, Postal and Warehousing	CONTINUE
10	Information, Media and Telecommunications	CONTINUE
11	Financial and Insurance Services	CONTINUE
12	Rental, Hiring and Real Estate Services	CONTINUE
13	Professional, Scientific and Technical Services	CONTINUE
14	Administrative and Support Services	CONTINUE
15	Public Administration and Safety	CONTINUE
16	Education and Training	CONTINUE
17	Health Care and Social Assistance	CONTINUE
18	Arts and Recreation Services	CONTINUE
19	Australian Defence Force	GO TO Q19
20	Personal Services	GO TO Q19
21	Other Services	GO TO Q19
97	Other (please specify) _____	GO TO Q19
98	Don't know	GO TO Q19
99	Prefer not to say	GO TO Q19

IF INDUSTRY CODE 1-18 AT Q18a, ASK Q18b

PROGRAMMER – DISPLAY MAIN ACTIVITY FOR INDUSTRY IN Q18a AT Q18B, ALONG WITH ADDITIONAL CODES (FOR ANY INDUSTRY) FOR “OTHER”, “DON’T KNOW” and “PREFER NOT TO SAY”

18B And which best describes the main activity at this location? Would it be ...

Agriculture, Forestry and Fishing

- 01 Agriculture
- 02 Aquaculture
- 03 Forestry and Logging
- 04 Fishing, Hunting and Trapping
- 05 Agriculture, Forestry and Fishing Support Services

Mining

- 06 Coal Mining
- 07 Oil and Gas Extraction
- 08 Metal Ore Mining
- 09 Non-Metallic Mineral Mining and Quarrying
- 10 Exploration and Other Mining Support Services

Manufacturing

- 11 Food Product Manufacturing
- 12 Beverage and Tobacco Product Manufacturing
- 13 Textile, Leather, Clothing and Footwear Manufacturing
- 14 Wood Product Manufacturing
- 15 Pulp, Paper and Converted Paper Product Manufacturing
- 16 Printing (including the Reproduction of Recorded Media)
- 17 Petroleum and Coal Product Manufacturing
- 18 Basic Chemical and Chemical Product Manufacturing
- 19 Polymer Product and Rubber Product Manufacturing
- 20 Non-Metallic Mineral Product Manufacturing
- 21 Primary Metal and Metal Product Manufacturing
- 22 Fabricated Metal Product Manufacturing
- 23 Transport Equipment Manufacturing
- 24 Machinery and Equipment Manufacturing
- 25 Furniture and Other Manufacturing

Electricity, Gas, Water and Waste Services

- 26 Electricity Supply
- 27 Gas Supply
- 28 Water Supply, Sewerage and Drainage Services
- 29 Waste Collection, Treatment and Disposal Services

Construction	30 Building Construction
	31 Heavy and Civil Engineering Construction
	32 Construction Services
Wholesale Trade	33 Basic Material Wholesaling
	34 Machinery and Equipment Wholesaling
	35 Motor Vehicle and Motor Vehicle Parts Wholesaling
	36 Grocery, Liquor and Tobacco Product Wholesaling
	37 Other Goods Wholesaling
	38 Commission-Based Wholesaling
Retail Trade	39 Motor Vehicle and Motor Vehicle Parts Retailing
	40 Fuel Retailing
	41 Food Retailing
	42 Other Store-Based Retailing
	43 Non-Store Retailing and Retail Commission-Based Buying and/or Selling
Accommodation and Food Services	44 Accommodation
	45 Food and Beverage Services
Transport, Postal and Warehousing	46 Road Transport
	47 Rail Transport
	48 Water Transport
	49 Air and Space Transport
	50 Other Transport
	51 Postal and Courier Pick-Up and Delivery Services
	52 Transport Support Services
	53 Warehousing and Storage Services
Information Media and Telecommunications	54 Publishing (except Internet and Music Publishing)
	55 Motion Picture and Sound Recording Activities
	56 Broadcasting (except Internet)
	57 Internet Publishing and Broadcasting
	58 Telecommunications Services
	59 Internet Service Providers, Web Search Portals and Data Processing Services
	60 Library and Other Information Services
Financial and Insurance Services	62 Finance
	63 Insurance and Superannuation Funds
	64 Auxiliary Finance and Insurance Services
Rental, Hiring and Real Estate Services	66 Rental and Hiring Services (except Real Estate)
	67 Property Operators and Real Estate Services

- Professional, Scientific and Technical Services** 69 Professional, Scientific and Technical Services (Except Computer System Design and Related Services)
70 Computer System Design and Related Services
- Administrative and Support Services** 72 Administrative Services
73 Building Cleaning, Pest Control and Other Support Services
- Public Administration and Safety** 75 Public Administration
76 Defence
77 Public Order, Safety and Regulatory Services
- Education and Training** 80 Preschool and School Education
81 Tertiary Education
82 Adult, Community and Other Education
- Health Care and Social Assistance** 84 Hospitals
85 Medical and Other Health Care Services
86 Residential Care Services
87 Social Assistance Services
- Arts and Recreation Services** 89 Heritage Activities
90 Creative and Performing Arts Activities
91 Sports and Recreation Activities
92 Gambling Activities

97. OTHER

98. DON'T KNOW

99. PREFER NOT TO SAY

IF EXPERIENCED ANY WORK-RELATED SEXUALLY HARASSING BEHAVIOUR IN LAST 5 YEARS (CODE 1 AT Q4a1), ASK

Q19. What was your occupation at the time of the most recent incident of sexual harassment?

SINGLE RESPONSE

1	Professional Worker – lawyer, doctor, scientist, teacher, engineer, nurse, accountant, investment banker, stock brokerage, marketing, musician	CONTINUE
2	Manager, Executive or Official – in a business, government agency, or other organization	CONTINUE
3	Business Owner – such as a store, factory, plumbing contractor, etc.	CONTINUE
4	Clerical or Office Worker – in business, government agency, or other type of organization – such as a typist, secretary, postal clerk, telephone operator, computer operator, data entry, bank clerk, etc.	CONTINUE
5	Sales Worker – clerk in a store, door-to-door salesperson, sales associate	CONTINUE
6	Manufacturer's Representative – outside sales person, sales representative	CONTINUE
7	Service Worker – policeman / woman, fireman, waiter or waitress, maid, nurse's aide, attendant, barber or beautician, fast-food	CONTINUE

8	Skilled Tradesman – printer, baker, tailor, electrician, machinist, linesman, railroad engineer, plumber, or does mechanical work such as garage mechanic, carpenter, etc.	CONTINUE
9	Semi-skilled Worker – operates a machine in a factory, is an assembly line worker in a factory, drives a truck, taxi cab, or bus, etc.	CONTINUE
10	Unskilled / Labourer / Elementary Occupations – plumber’s helper, construction labourer, longshoreman, sanitation worker, maintenance, housekeeping, or other physical work	CONTINUE
11	Technology professional – web designer, network administrator, systems engineer, programmer, systems analyst, Internet, IT	CONTINUE
12	Agriculture and Fishery Workers	CONTINUE
13	Home Duties	CONTINUE
14	Retired / Pensioner	CONTINUE
15	Student	CONTINUE
97	Other (please specify) _____	CONTINUE
98	Don’t know	CONTINUE
99	Prefer not to say	CONTINUE

ASK IF IN WORKPLACE IN LAST 5 YEARS (CODE 1 at S1d)

The next question is about any sexual harassment of another person that may have occurred at any of your workplaces over the last 5 years.

Q21. Have you... (Mark all that apply)

MULTIPLE RESPONSE

1	Observed or witnessed such sexual harassment yourself?	
2	Heard about it directly from a person who was sexually harassed?	
3	Heard about it from people other than the person who was sexually harassed?	
4	None of the above (SINGLE)	
97	Don’t know	
98	Prefer not to say	

IF WITNESSED OR HEARD ABOUT HARASSMENT (CODE 1 – 3 AT Q21) ASK

Q22. Thinking now about the most recent incident of sexual harassment you witnessed or heard about at your workplace. Did you take any action in relation to the most recent incident of workplace sexual harassment that you witnessed or heard about?

SINGLE RESPONSE

1. Yes
2. No
3. Prefer not to say

IF WITNESSED OR HEARD ABOUT SEXUAL HARASSMENT AND TOOK ACTION (CODE 1 AT Q22), ASK

Q22a. Which of the following actions did you take after witnessing or hearing about this most recent incident of sexual harassment? (Mark all that apply)

MULTIPLE RESPONSE

		Yes	
A	Speak with the harasser		
B	Report the harassment to your employer		
C	Talk with or listen to the victim about the incident		
D	Offer advice to the victim		
E	Take any other action (please specify) _____		
G	Don't know		
H	Prefer not to say		

Q23. Did any of the following things occur as a result you taking action in relation to this most recent incident of sexual harassment? (Mark all that apply)

MULTIPLE RESPONSE

RANDOMISE RESPONSE ITEMS 1 TO 9

1	You received positive feedback for making the complaint	
2	You were disciplined	
3	You were transferred or changed shifts	
4	You resigned	
5	You were dismissed	
6	The harassment stopped	
7	You were demoted	
8	You were ostracised, victimised, ignored by colleagues	
9	You were labelled a trouble maker	
10	There were some other consequences for you (please specify)	
11	There were no consequences for you (SINGLE)	
97	Don't know	
98	Prefer not to say	

ASK IF WITNESSED OR HEARD ABOUT HARASSMENT BUT DID NOT TAKE ACTION (CODE 2 AT Q22)

Q24. People may decide not to take action after witnessing sexual harassment for many different reasons.

For each of the following, please indicate whether or not it was a reason why you decided not to take any action about the most recent incident of sexual harassment you witnessed? (Mark all that apply)

MULTIPLE RESPONSE

RANDOMISE RESPONSE ITEMS 1 TO 8

1. I didn't want to make things worse for the person who was being sexually harassed
2. I was worried about the negative impact that taking action might have on me, such as my career or safety
3. I didn't think it was serious enough to intervene
4. I didn't think it was my responsibility
5. I knew that other people were supporting and assisting the person
6. I didn't know what to do
7. I didn't want to get involved
8. The person being sexually harassed asked me not to take any action
9. Any other reasons **(please specify)**
10. Don't know
11. Prefer not to say

ASK ALL

Now, just a few questions about your current situation...

Q25. If you needed any information about sexual harassment, which of the following would you be likely to go to? (Mark all that apply)

MULTIPLE RESPONSE

A	Friends or family	
B	Social media	
C	The Internet, including search engines such as Google or Yahoo	
D	The head of your workplace or organisation	
E	Your direct manager or supervisor at work	
F	Another manager or supervisor at work	
G	The Human Resources Manager or equivalent at work	
H	The Equity or Sexual Harassment Contact Officer at work	
I	A co-worker more senior than you	
J	A co-worker or peer at the same level as you	
K	A union or employee representative	
L	A lawyer or legal service	
M	The Australian Human Rights Commission or a state or territory anti-discrimination agency	
N	The library	
O	A counsellor or psychologist	
P	Other (please specify) _____	
Q	None of the above (SINGLE)	
R	Don't know	
S	Prefer not to say	

Q27. What is your total annual HOUSEHOLD income from all sources before taxes?**SINGLE RESPONSE**

1	Less than \$15,000 per year	CONTINUE
2	\$15,000 up to \$24,999 per year	CONTINUE
3	\$25,000 up to \$34,999 per year	CONTINUE
4	\$35,000 up to \$44,999 per year	CONTINUE
5	\$45,000 up to \$54,999 per year	CONTINUE
6	\$55,000 up to \$74,999 per year	CONTINUE
7	\$75,000 up to \$99,999 per year	CONTINUE
8	\$100,000 up to \$149,999 per year	CONTINUE
9	\$150,000 up to \$199,999 per year	CONTINUE
10	\$200,000 and over	CONTINUE
98	Don't know	CONTINUE
99	Prefer not to say	CONTINUE

S1e. Are you of Aboriginal and/or Torres Strait Islander descent?**SINGLE RESPONSE**

1	Aboriginal	CONTINUE
2	Torres Strait Islander	CONTINUE
3	Both Aboriginal and Torres Strait Islander	CONTINUE
4	No / neither	CONTINUE
98	Don't know	CONTINUE
99	Prefer not to say	CONTINUE

S2. What is the main language spoken at home?**SINGLE RESPONSE**

1	English	CONTINUE
2	Italian	CONTINUE
3	Greek	CONTINUE
4	Cantonese	CONTINUE
5	Mandarin	CONTINUE

6	Arabic	CONTINUE
7	Vietnamese	CONTINUE
8	Hindi	CONTINUE
9	Punjabi	CONTINUE
10	Spanish	CONTINUE
11	Urdu	CONTINUE
97	Other (please specify) _____	CONTINUE
98	Don't know	CONTINUE
99	Prefer not to say	CONTINUE

Q3. Do you have a disability?

1	Yes	CONTINUE
2	No	CONTINUE
3	Prefer not to say	CONTINUE

S1. The next two questions are about your sexual orientation and intersex status.

If you are not comfortable responding to these questions, you can simply mark the response 'prefer not to say'.

Any information you do provide here or elsewhere in the survey will be kept confidential and will not be used to identify you in any way.

S1a. Which of the following best describes your sexual orientation?

1	Straight or heterosexual	CONTINUE
2	Gay	CONTINUE
3	Lesbian	CONTINUE
4	Bisexual	CONTINUE
5	Pansexual	CONTINUE
6	Queer	CONTINUE
7	Asexual or Aromantic	CONTINUE
8	Undecided, not sure or questioning	CONTINUE
9	Other (please specify)	CONTINUE
10	Prefer not to say (DO NOT READ)	CONTINUE

S1b. Intersex is a term for people born with atypical sex characteristics. There are many different intersex traits or variations. Do you have an intersex variation?

1	Yes	CONTINUE
2	No	CONTINUE
3	Don't know	CONTINUE
4	Prefer not to say	CONTINUE

ASK ALL

Q28. We may be conducting further research in the future. Can the Australian Human Rights Commission or its agents re-contact you in that case?

SINGLE RESPONSE

1	Yes
2	No

ALL: Thank you for your time and for your support. You made a valuable contribution to the success of this important study.

This research is carried out in compliance with the Privacy Act and Telecommunications and Research Calls Industry Standard, and the information you provided will be used only for research purposes.

We are conducting this research on behalf of the Australian Human Rights Commission.

IF EXPERIENCED SEXUAL HARASSMENT (CODE 1 ON Q1 or Q3a or Q3b), OR IF WITNESSED SOMEONE ELSE BEING SEXUALLY HARASSED (CODE 1 ON Q21_1), ALSO DISPLAY:

PROGRAMMER – PLEASE DISPLAY ON SAME SCREEN AS PREVIOUS TEXT

Please note that your survey responses about any sexual harassment you may have experienced do not constitute a formal report of that sexual harassment. If you would like to make a formal report of sexual harassment, you may do so by contacting the police, the Australian Human Rights Commission, a state or territory anti-discrimination agency or Fair Work Australia.

S6

If this survey brings up issues for you, there are people you can talk to. If you would like to contact a support service for people who have been victims of sexual assault or sexual harassment or speak to someone who can give you advice about these issues you can call 1800 RESPECT (1800 737 732).

If you don't want to talk to someone you can access their website at www.1800respect.org.au.

S7

We can also display or email a list of other organisations that can provide information and assistance with issues that may have been brought up by this survey. Would you like to see or this list?

1

Yes, please show me the list now

2

Yes, please email me the list (please enter your email address)

3

No

If requested email (code 2 at S7) display text “Thank you. An email containing this information has been sent to {insert email address from S7}. If it does not appear in your inbox in the next few minutes, please check your spam folder.

IF REQUESTS THAT LIST IS READ OUT (1 in S7) SHOW NATIONAL AND RELEVANT STATE LIST (from S1b/S1ba), AS S8

<p>National List</p>	<p>Australian Human Rights Commission General Enquiries 1300 369 711 Australian Human Rights Commission Complaints Infoline 1300 656 419 1800RESPECT 1800 737 732 Lifeline 13 11 14 beyondblue 1300 22 4636 Relationships Australia: 1300 364 277 Mensline Australia: 1300 789 978 QLIFE (LGBTI counselling service): 1800 184 527</p>
<p>ACT</p>	<p>Human Rights Commission: (02) 6205 2222 Women's Legal Service: 1800 634 669 Domestic Violence: (02) 6280 0900 Sexual Assault: (02) 6247 2525</p>
<p>NSW</p>	<p>NSW Anti-Discrimination Board: (02) 9268 5544 Law Access NSW: 1300 888 529 Domestic Violence (DoCS): 1800 656 463 Sexual Assault (Syd): (02) 9819 6565 Sexual Assault (Rural): 1800 424 017</p>
<p>VIC</p>	<p>Victorian Equal Opportunity and Human Rights Commission: 1300 891 848 Domestic Violence (Melb): (03) 9373 0123 Domestic Violence (Rural): 1800 015 188 Sexual Assault: 1800 806 292</p>
<p>SA</p>	<p>Equal Opportunity Commission of South Australia: 1800 188 163 Domestic Violence: 1800 800 098 Sexual Assault: 1800 817 421</p>
<p>NT</p>	<p>Northern Territory Anti-Discrimination Commission: 1800 813 846 NT Domestic Violence Hotline (Darwin) (08) 8945 2284 NT Domestic Violence Hotline (Alice Springs): (08) 8952 6075 Domestic Violence: 1800 019 116 Sexual Assault (Darwin): (08) 8922 6472 Sexual Assault (Alice Springs): (08) 8955 4500 Sexual Assault (Katherine): (08) 8973 8524 Sexual Assault (Tennant Creek): (08) 8962 4361</p>

<p>QLD</p>	<p>Anti-Discrimination Commission Queensland: 1300 130 670 Working Women’s Centre: 1800 621 458 Domestic Violence: 1800 811 811 Sexual Assault: 1800 010 120</p>
<p>WA</p>	<p>The Western Australian Equal Opportunity Commission: 1800 198 149 Women’s Law Centre (WA): 1800 625 122 Domestic Violence: 1800 007 339 Sexual Assault: 1800 199 888</p>
<p>TAS</p>	<p>Office of the Anti-Discrimination Commissioner (Tasmania): 1300 305 062 Hobart Community Legal Centre: (03) 6223 2500 Launceston Community Legal Centre: 1800 066 019 Domestic Violence: 1800 608 122 Sexual Assault: 1800 697 877</p>

Appendix C:

Comparison of sexual harassment behaviours used over time

2003	2008	2012	2018
Unwelcome touching, hugging, cornering or kissing	Unwelcome touching, hugging, cornering or kissing	Unwelcome touching, hugging, cornering or kissing	Unwelcome touching, hugging, cornering or kissing
Staring or leering	Inappropriate staring or leering that made you feel intimidated	Inappropriate staring or leering that made you feel intimidated	Inappropriate staring or leering that made you feel intimidated
Suggestive comments or jokes	Sexually suggestive comments or jokes that made you feel offended	Sexually suggestive comments or jokes that made you feel offended	Sexual gestures, indecent exposure or inappropriate display of the body
Sexually explicit pictures or posters	Sexually explicit pictures, posters or gifts that made you feel offended	Sexually explicit pictures, posters or gifts that made you feel offended	Sexually explicit pictures, posters or gifts that made you feel offended
Unwanted invitations to go out on dates	Repeated or inappropriate invitations to go out on dates	Repeated or inappropriate invitations to go out on dates	Repeated or inappropriate invitations to go out on dates
Intrusive questions about your private life or body	Intrusive questions about your private life or physical appearance that made you feel offended	Intrusive questions about your private life or physical appearance that made you feel offended	Intrusive questions about your private life or physical appearance that made you feel offended
Sexually explicit emails or SMS messages	Sexually explicit emails or SMS messages	Sexually explicit emails or SMS messages	Sexually explicit comments made in emails, SMS messages or on social media
Sexually explicit physical contact	Inappropriate physical contact	Inappropriate physical contact	Inappropriate physical contact
Unnecessary familiarity, such as deliberately brushing up against you			
Insults or taunts based on your sex			
	Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	Repeated or inappropriate advances on email, social networking websites or internet chat rooms
		Sexual gestures, indecent exposure or inappropriate display of the body	

2003	2008	2012	2018
			Being followed, watched or someone loitering nearby
			Sexually suggestive comments or jokes that made you feel offended
			Sharing or threatening to share intimate images or film of you without your consent
			Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine
Requests or pressure for sex	Requests or pressure for sex or other sexual acts	Requests or pressure for sex or other sexual acts	Requests or pressure for sex or other sexual acts
Actual or attempted rape or assault	Actual or attempted rape or assault	Actual or attempted rape or sexual assault	Actual or attempted rape or sexual assault
Something Else	Any other unwelcome conduct of a sexual nature	Any other unwelcome conduct of a sexual nature	Any other unwelcome conduct of a sexual nature that occurred online or via some form of technology

Further Information

Australian Human Rights Commission

Level 3, 175 Pitt Street
SYDNEY NSW 2000
GPO Box 5218
SYDNEY NSW 2001

Telephone: (02) 9284 9600

Complaints Infoline: 1300 656 419

General enquiries and publications: 1300 369 711

TTY: 1800 620 241

Fax: (02) 9284 9611

Website: **www.humanrights.gov.au**

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